the labour gazette

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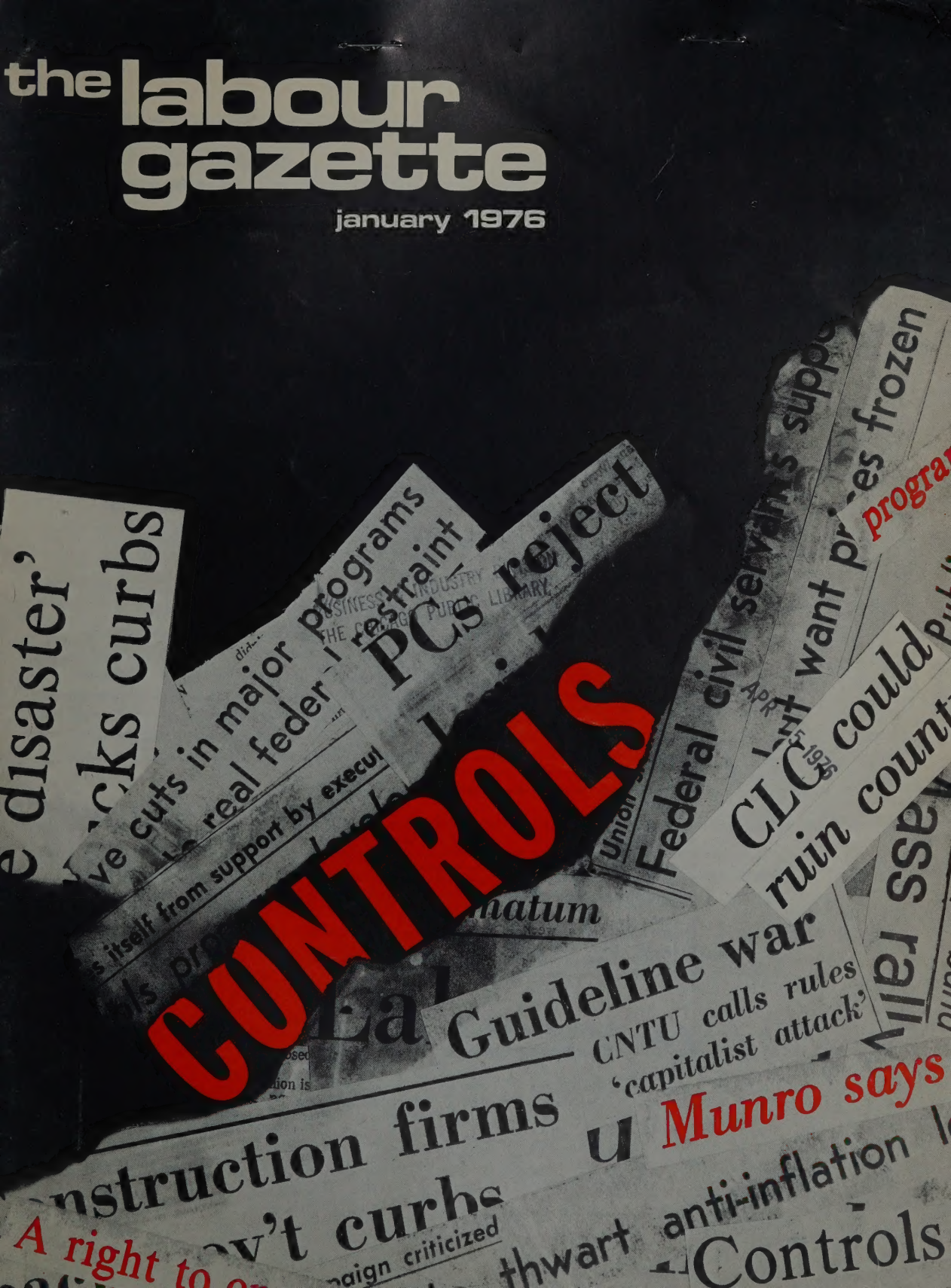

the labour gazette — a national journal of labour affairs devoted to a better work environment

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Labour Canada Travail Canada

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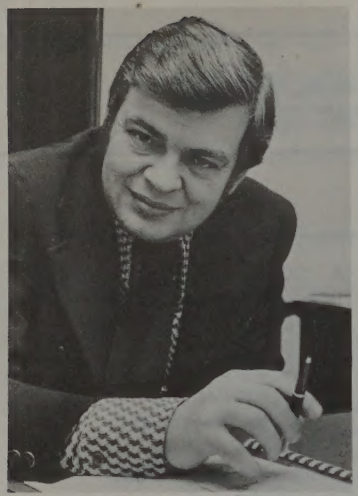


A message from the minister

In today's society, our central dilemma is how to keep informed amidst the dizzying succession of events and developments in a complex and changing world. This makes it more important than ever that the Department of Labour through **The Labour Gazette** *continue to play a leading role — imparting knowledge, furthering understanding, looking for attitudes and concepts suited to our changing socio-economic climate.*

In its 75th year of publication the **Gazette** *mirrored many significant events in the field of labour affairs. It served as a source of labour-related facts, figures, and opinion; it covered important developments in dispute settlement, human rights, and working conditions; it provided a national forum for discussion of prime problems and issues affecting the world of work. In playing these roles, the magazine consistently strove not to reflect favouritism toward, nor to serve as a platform for, the vested interests of any individual or institution.*

In a readership survey conducted in mid-year, more than 53 per cent of respondents said **The Labour Gazette** *"always" provided them with worthwhile information, 95 per cent rated its contents and writing style as "good" to "excellent", and 81 per cent expressed the view that its visual presentation also ranged from good to excellent. We trust that the magazine will continue to make interesting and worthwhile reading in 1976.*

We intend to continue offering our readers an attractive monthly journal — the only one of its kind in Canada — that:

- *encapsulates and synthesizes significant labour-related information gleaned from a wide variety of sources;*
- *imparts key ideas and proposals that may be instrumental in solving current or anticipated work-related problems;*
- *provides content that is generally balanced in relation to people, regions and institutions involved and concerned with labour affairs;*
- *is national in scope but international in outlook;*
- *provides a national forum for the exchange of opinions, proposals, and information on topics of interest to the working population;*
- *includes articles by and for labour and business representatives, educators, economic analysts, industrial-relations and personnel-management practitioners, professional writers and editors, government officials, students, and other interested parties.*

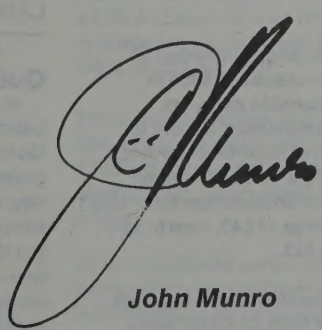
The emphasis will continue to be on articles of interpretation and analysis, combined with news reports on important events and developments, research findings, conference proceedings and so on.

You've probably noticed some modifications in the **Gazette's** *format in the past six months. We plan to bring further changes this year designed to enhance content and make the magazine more attractive visually.*

Finally, we look forward to a year of challenge and achievement, and through it all, both the Department and the **Gazette** *will be devoted to promoting:*

- *the rights of the parties involved in the world of work;*
- *a working environment conducive to physical and social well-being;*
- *a fair return for efforts in the workplace;*
- *and in all cases equitable access to employment opportunities.*

We trust that 1976 will be a year of progress for all Canadians and an especially good year for all our readers.



John Munro

NEWS BRIEFS

PEOPLE

Sylva Gelber retires

Sylva Gelber, who was recently made an Officer of the Order of Canada, retired December 5 as director of the Women's Bureau, Canada Department of Labour, a post she has held since October 1968. In this post, she represented Canada on several United Nations bodies including the United Nations Commission on the Status of Women, and has been associated in several capacities with the International Labour Organization and the Organization for Economic Co-operation and Development. She was also a delegate at the 1975 International Women's Year Conference in Mexico.

However, she will be maintaining her relations with the Labour Department in an advisory capacity as special assistant to the deputy minister.

Sylva Gelber

Eaton heads ESSA

Dr. Ken Eaton, a research economist with Labour Canada's employment relations branch has been elected president of the newly formed Economists, Statisticians and Sociologists Association (ESSA).

The new association will represent 2,300 members in collective bargaining with Treasury Board.

ESSA was formerly a bargaining unit with the Professional Institute of the Public Service of Canada. It won the right to form its own union through an application submitted to the Public Service Staff Relations Board.

UNEMPLOYMENT INSURANCE

Premiums, benefits rise

Unemployment insurance benefits and premiums both increased in January, and the premium change drew criticism from organized labour.

The benefit changes included a $15-a-week increase to $200 in maximum insurable earnings. Because the maximum benefit is 66.6 per cent of maximum earnings, it rose to $133 a week. Minimum benefit, based on minimum insurable weekly earnings of $40, rose to $27 a week from $23.

Insurance premiums rose to about $1.65 a week from $1.40 for every $100 of earnings — to a maximum of $3.30 weekly — under amendments to the Unemployment Insurance Act adopted by Parliament in December. As of January 1, maximum unemployment insurance premiums deducted from employee pay cheques climbed to $3.30 weekly from $2.59. Employer contributions rose to $2.40 a week from $1.96.

In an appearance before the Commons labour and manpower committee, the Canadian Labour Congress described amendments to the Act as "odious in principle and retrogressive."

The CLC said the government should recognize that the high cost of unemployment insurance is due to a high unemployment rate rather than to abuses of the system. It also criticized an amendment that eliminated workers 65 and older from the unemployment insurance program.

"The government has stated that there is a potential saving to the taxpayer of $125 million from this amendment," the CLC said. "If, instead, the government acted to reduce unemployment by only 1 per cent, it would save the taxpayer close to three times as much in unemployment insurance."

LABOUR LEGISLATION

Québec labour standards

Labour Minister Gerald Harvey of Québec says the provincial government plans to introduce a new code of labour standards under which the government would try to put the province's 1.7 million non-unionized workers on the "same contract footing" as the approximately 1.1 million who are organized.

He outlined the proposals at a one-day conference on collective bargaining in November. He described it as a "social contract" with Québec workers, and said the measure under study includes:

- a minimum wage based on the average wages paid under collective agreements;

- time-and-a-half for overtime, and strict definition of what constitutes a day's, week's or year's work, including a fixed number of holidays throughout the year;

- two weeks' obligatory notice of dismissal to employees with three months or more experience;

- maternity leave, tied in with existing social welfare and unemployment benefits.

He also said the government plans to set up a research centre on industrial safety and accident prevention, and to undertake a complete revision of existing safety legislation.

WAGES

Québec and B.C. minimum increased

Québec's minimum hourly wage rose by 20 cents to $2.60 on December 1, and Québec Labour Minister Gerald Harvey said it will be increased twice a year from now on — in May and November.

The twice-yearly increase was recommended by a task force headed by Claude Castonguay, a former Québec minister of social affairs, which had also recommended that the minimum wage be raised to $2.90 an hour on November 1, 1975.

British Columbia's new minimum wage, effective January 1, at $3 an hour, is the highest in Canada. Saskatchewan is second, at $2.80.

Wage settlements lower

The quarterly statistics from the Canada Department of Labour show that wage increases in major contracts were already slowing down before the government announced its anti-inflation program in October.

The 114 settlements during the third quarter produced average annual increases in base rates of 16.8 per cent, compared with 18.5 per cent in the second quarter of 1975.

The figures are based on an analysis of collective agreements covering 500 or more workers, a category covered by the enforceable wage guidelines. However, the statistics exclude construction workers, most of whom also come under the guidelines.

Of the 114 settlements in the third quarter, 35 provide for a cost of living allowance, and the average annual increase in base rates in these settlements was 11.2 per cent, excluding the effect of the COLA clause. The 79 settlements without a COLA clause provide for an average annual increase in base rates of 19.4 per cent.

Third-quarter settlements were also down from the average for the 12-month period ended with the third quarter, which was 17.6 per cent.

Of the 114 third-quarter 1975 settlements, 53 were one-year agreements, with an average increase in base rates of 21.5 per cent; 43 were two-year pacts with 22.0 per cent for the first year and 11.2 per cent for the second, and 18 were for three years with increases of 18.4 per cent in the first year, 6.3 in the second and 5.0 in the third.

PENSIONS

Most important fringe benefit

A report in the Montreal *Gazette* says surveys conducted among 100,000 employees of 30 companies found pensions to be the most important fringe benefit as far as the workers are concerned.

The surveys were conducted by a Toronto company, Benefacts Limited, which specializes in a relatively new field — employee benefits communications. It provides the workers with information about the value of their fringe benefits.

The Gazette reports that 53 per cent of Canadian Industries Limited employees surveyed pointed to pensions as the company benefit they would most like to see improved. The report quotes Nelson B. Crowder, managing vice-president of Benefacts, as saying the CIL findings are typical: "In fact, the responses to all our surveys are so similar we could pencil in the results ahead of time."

UNIONS

Professors unionize

What is believed to be Ontario's first collective agreement for

university faculty members has been ratified by both parties at Carleton University in Ottawa.

The one-year agreement, which provides for both an immediate payment of $750 and a 15-per-cent pay increase, raises the minimum salary of a professor to $23,780, an associate professor to $18,415, an assistant professor to $14,500 and a lecturer to $11,000.

It also has clauses intended eventually to wipe out salary inequalities for men and women, and which make it clear that both a husband and a wife may be hired by the university.

The agreement covers 636 faculty members, instructors and professional librarians.

It drew objections from an organization representing 45 of the university's 180 sessional lecturers because a clause of the agreement freezes the university's budget for hiring sessional lecturers who teach only one course.

CONVENTIONS

Labour groups condemn government's anti-inflation program

CUPE

The 1,000 delegates to the 1975 convention of the Canadian Union of Public Employees heard the federal government's enforceable wage and price guidelines described as the "War Measures Act of 1975."

Stan Little, CUPE's retiring president, denounced the anti-inflation program as making public employees "front line cannon fodder" in a "phony" war on inflation. "The only thing that won't be phony will be the victims of the wage control mechanism," he added.

Grace Hartman, CUPE's national secretary-treasurer, who was elected to succeed Little as president, also denounced the federal program, as did a lengthy list of both floor and platform speakers at the five-day convention that opened on October 20 in Toronto.

The one speaker clearly in favour of the program was John Munro, the federal minister of labour, whose attempt to explain it, and rally CUPE support, drew a cool reception.

Hartman said the federal program indicated that CUPE needed to get more directly involved in political action.

She said CUPE would continue to support the New Democratic Party during federal and provincial elections, and also continue to put political pressure on governments through the Canadian Labour Congress and the provincial federations of labour. But the union also had to start political action of its own:

"It is no longer good enough for CUPE to pass on its views to the Canadian Labour Congress and ask the CLC to take action. CUPE will have to develop its own demonstrations, lobbies and other forms of political action."

Nor was it enough that they be aimed just at "mild reforms of a crisis-ridden, unjust capitalistic system. I want our political action to result in a humanistic and socialist re-structuring of our whole system," she said.

The convention delegates adopted a resolution condemning the proposed Anti-Inflation Act as

Photo Features

CUPE's new president, Grace Hartman

contrary to the right of free collective bargaining and urging all CUPE locals to defy it by continuing to negotiate "whatever wage and fringe benefit improvements the members deserve."

CUPE proposed a solution to Canada's economic problems, including inflation and unemployment, which the union said would work:

"Government employees should be devoting time to programs that would help all Canadians: productive programs with legislation to reduce mortgage rates for housing; programs to build homes for Canadians that free enterprise is incapable of building because corporations should not be allowed to profit from that which is a social right; laws to reduce consumer interest rates, making it possible for towns and cities to form land banks so that at least some of our property is the public utility it should be; and ending the corporate rip-off so that minimum wages might be raised for the unorganized workers."

The convention delegates also voted to raise the monthly per capita tax paid by union members to the national office by 30 cents to $4.30

to meet "unforeseen inflationary increases" in operating costs.

And they established a commission to study their union's structure to ensure "the highest standards of service to its members, a strong national union, local autonomy, more effective roles for provincial divisions, continued improvements in communications at all levels of the union, a progressive fiscal policy and continued organizing in the public sector."

Other resolutions adopted at the convention called for improved income security programs for Canadians; higher tax exemptions for people over 65; more energetic housing programs with low interest rates, land banking and rent review boards; compensation for workers forced to buy new tools because of changing to the metric system; a thorough study of the pharmaceutical industry to prevent unwarranted increases in drug prices; programs to combat alcoholism and drug addiction both in the work place and at home; a campaign to stop the federal government from opting out of federal-provincial health plans; a plan to give 1 per cent of Canada's gross national product to aid programs in developing countries; petitioning the federal government to lessen the trend to increasing foreign ownership of Canada's economy; rejection of the federal government's Green Paper on Immigration "which blames Canada's social problems on immigrants;" and more affirmative programs to remove discrimination based on sex.

Kealey Cummings of Toronto was elected national secretary-treasurer of CUPE. Elected general vice-presidents were: Bernard Marleau, Montreal; Patrick Napier, Halifax; Jack Rodie, Winnipeg; Samuel Dobbin, Toronto; Harry Greene, North Vancouver.

Regional vice-presidents elected were: Andy Wells, St. John's; Joanne Blacquier, Newcastle, N.B.; Jean-Claude Laniel, Montreal; Lucie Nicholson, St. Catharines; Don Watts, Toronto; Audrey Morrison, Sudbury; George McTaggart, Winnipeg; Doug Lavallie, Prince Albert, Sask.; Charles Mellon, Calgary; Muriel Overgaard, Victoria.

B.C. Fed. of Labour

Labour Minister John Munro faced a noisy and unsympathetic audience when he outlined the federal government's anti-inflation program at the British Columbia Federation of Labour's 1975 convention.

He spoke on the closing day of the five-day convention that opened in Vancouver on November 3. The convention had already passed resolutions condemning the enforceable wage restraints and pledging support for a public relations program launched by the Canadian Labour Congress to mobilize opposition to it. A group of delegates walked out as the minister began his speech. George Johnston, president of the federation, had to plead for order several times as hecklers interrupted Munro. At one point Johnston said: "Just because you're keeping order doesn't mean you're agreeing with everything he says."

Munro, however, wasn't the only speaker to draw a cool reception from some delegates. A smaller group walked out when Premier David Barrett of British Columbia addressed the convention earlier in the day. But the rest stayed, and about half of them gave the premier standing ovations twice as he called for labour support in the provincial general election in December.

The 600 delegates were meeting less than a month after Barrett's NDP government had introduced legislation that ordered strikers back to work in four industries — forestry, propane gas distribution, food supermarkets and the British Columbia Railway. Nevertheless, the delegates voted to call on the federation's affiliated unions to "make the best possible effort to re-elect the NDP government."

"It is clear the alternatives are too dreadful to contemplate with any degree of comfort," the resolution said.

Another resolution adopted, encouraged all affiliates to become "fully involved" in the NDP and its constituency organizations and "decision-making bodies."

Philip Paul, an executive member of the Union of British Columbia Indian Chiefs, told the delegates that Indians hold the balance of power in 11 provincial ridings, and could determine the election results in them. He did not identify the ridings, however.

Gene Errington, the provincial status-of-women co-ordinator, said the labour movement is women's major hope for equality even "more than political parties or other groups purporting to represent us."
A resolution on labour unity directed the federation to ask all affiliates "to refrain from publicly criticizing the actions of the B.C. Federation of Labour officers through the news media."

The convention also adopted a resolution calling for a federal housing program that would include drastically reduced mortgage interest rates; legislation to eliminate land speculation; an extensive program of land assembly; a national building corporation to implement a crash program of building publicly-owned housing for moderate- and low-income people, a re-direction of Central Mortgage and Housing Corporation funds to help average- and low-income people, and more

support for co-operative housing projects.

The convention also approved a move that some delegates saw as an act of defiance of the federal wage guidelines by voting Len Guy, the federation's secretary-treasurer, a salary increase of $2,600 a year. The maximum increase under the federal program is $2,400, but for the guidelines to be enforceable on the federation it would have had to have 500 employees.

Nfld. and Labrador Federation of Labour

Delegates to the Newfoundland and Labrador Federation of Labour's 1975 convention at St. John's not only rejected the federal government's enforceable wage guidelines, but a large group of them walked out on Labour Minister John Munro when he presented the government's explanation of them.

Delegates supported a resolution proposed by their executive committee which demanded that the legislation be withdrawn. The resolution said the government's anti-inflation program "imposes strict controls on wages and salaries, while leaving corporations free to collect unlimited benefits from productivity."

"Simply stated, the wage and income restraints proposed by the Government of Canada are unfair, inequitable and unworkable," the resolution added.

It put the federation solidly behind the Canadian Labour Congress public relations program opposing the legislation, and committed the federation to "a major program to make all residents of the province aware of the inequities contained in the federal proposals."

In his address, Munro said the government had introduced the legislation "reluctantly," but that it "had to intervene to halt the price-wage spiral, to break the inflation psychology that had gained so much momentum and which threatened another quantum jump in the cost of living in the years ahead."

Munro said the option to the government's anti-inflation measures is a return to "the free-for-all grabbing orgy indulged in by various elements in the economy — which the guidelines had interrupted." He predicted "real economic trouble," which could necessitate the government imposing "much more rigid and comprehensive controls," to avert inflationary pressure, if the guidelines were not imposed.

He said the measures were in no way anti-labour in their intent "nor will they be anti-labour in their application."

"I would not be party to any such discrimination against Canadian workers," he added.

While it is obvious the guidelines constituted government interference in the free collective bargaining process, "this is not an imposition of a system of compulsory arbitration."

"The guidelines set upper limits. Unions and employers can negotiate increases, and employers may pay increased wages to non-organized employees, but the upper limits of the guidelines must not be exceeded."

The delegates also received a report from their officers on meetings with the provincial government on a proposed new provincial labour relations Act.

The objections presented to the government included:

- A proposal to establish permanent panels of the labour relations board to deal with particular services or industries "would lead to conflicting decisions and cause confusion."

- The bill proposes "severe restrictions" on unions' internal affairs.

- Union security proposals were not sufficient and "only a modified Rand formula" was proposed for dues checkoff.

- "The burden of proof to show that he did not commit an unfair labour practice was not shifted to the employer as a number of other provinces have recently done."

- The board would have "too much authority to act on its own initiative or at the single request of the employer" on questions of decertification and the formation of a council of trade unions.

- On certification, there was "wide latitude for single employee and employer harassment of the trade union to get its status questions before the board."

- The Act would also provide for voluntary recognition "which is an invitation for company unions."

- In the construction industry, the government proposed a double standard: "Trade unions to become certified in construction had to represent a majority of employees of each individual employer as well as a majority in the geographic area or sector."

Ont. Fed. of Labour

There was no doubt where the 1,300 delegates to the Ontario Federation of Labour's 1975 convention stood on the federal government's

enforceable wage and price guidelines. Speaker after speaker opposed them, and when the chairman, federation president David Archer, asked whether any delegates wanted to speak in favour of them, not one came forward.

The November convention in Kitchener adopted a position paper prepared by the federation executive denouncing the government program and supporting a $500,000 public relations campaign by the Canadian Labour Congress to mobilize public opposition to the guidelines.

Archer said the enforceable guidelines would "exacerbate the labour-management conflict." They would neither promote industrial peace nor ease inflation. They were "blatantly in favour of the corporations and against the workers."

He said the bill to authorize them should be withdrawn from Parliament, adding: "The controls are so one-sided, so unfair and so inequitable that it is useless to discuss them."

If federal authorities tried to reduce a negotiated wage increase or other benefit "the trade union movement must stand solid, prepared to resist, and if necessary to suffer whatever penalties that resistance entails."

The federal program was "a thinly disguised manoeuvre to put a ceiling on wages, while leaving most other forms of income unrestrained," he said.

Shirley Carr, an executive vice-president of the CLC, told the delegates the government would combine the guidelines with current legislation to reduce unemployment insurance benefits, to the detriment of workers: "In brief, control wages to create unemployment, and then reduce the benefits so that the government can cut its own costs under the unemployment insurance program. The sheer brutality and inhumanity of this policy is overwhelming."

Ed Broadbent, federal leader of the New Democratic Party, also attacked the controls as "unworkable and totally unjustified." He told union delegates they should not feel defensive about trying to catch up with increases in the cost of living.

Broadbent said banks, insurance companies, real estate speculators, the oil industry and stock market financiers could find "a hundred-and-one ways" to subvert the controls. "But for ordinary Canadians, particularly non-unionized workers, there are no ways around the system," he added.

He said the government had built organized labour up as the "bogey man" of inflation, but in the three years ended in March 1975, "wages in Canada increased 36 per cent and the cost of living rose 33 per cent," he said. "So Canadian wages increased only 1 per cent each year beyond the cost of living."

The delegates also adopted proposals for improving Ontario's Employment Standards Act, including raising the minimum wage from $2.40 an hour to $4. They also proposed that the Act be extended to cover salesmen, taxi drivers, milk store and similar independent operators and agricultural workers, all of whom are now excluded.

They also called for a maximum eight-hour day and a 40-hour week with overtime on a voluntary basis. The current workweek is 44 hours. Delegates wanted improved vacations and statutory holidays, mandatory severance pay based on 2 per cent of annual earnings for each year of service, and stiffer penalties for violations of the Act.

A resolution on women workers criticized current anti-discrimination legislation as not strong enough, and demanded that the government adopt a comprehensive policy to promote equal opportunity and equal pay for work of equal value. It also proposed that every employer be required to provide day-care facilities.

The resolution also pointed out that women are under-represented on the executive and committees of most unions, and suggested that the labour movement do more to enccurage their participation.

"Within the trade union movement, some women still experience similar types of occupational segregation, lower wages, unequal benefits and promotion opportunities as their sisters outside the union movement," the paper said.

The delegates reiterated OFL support for the legal right to strike for hospital workers and public servants. Strikes by both are illegal in Ontario.

Concern about industrial health and safety was expressed by several delegates. Jean Beaudry, a representative of the United Steelworkers of America, said hearings before a provincial commission into mine safety had demonstrated a callousness by industry about worker safety. He said it should be mandatory for companies to establish joint health and safety committees, and that workers should have the right to strike if operations are dangerous. Charles Brooks, a United Auto Workers delegate, said unions should employ their own medical staff because they could not rely on the provincial department of labour to protect them.

Québec situation

An organization of Québec employers, Le Conseil du Patronat, has urged its members to improve their industrial safety programs. The move came after strong union pressure to end what a *Montreal Gazette* report called a "bloodbath" on construction worksites.

The Conseil adopted broad guidelines urging its employers to: guarantee the health and safety of workers on the job by noticing and eliminating potential hazards and setting up accident prevention systems; respect the Québec government's occupational health and safety regulations, as well as working to improve them; co-operate with employees in improving safety programs; report all job-related accidents to the provincial government; organize first-aid services, and permit government safety experts to inspect their establishments.

Gazette reporter Gordon Barthos observes that most of the guidelines were already enshrined in provincial law, but that union leaders had repeatedly accused companies of deliberately ignoring safety regulations to speed up production.

Barthos quotes this reply to the criticism from the Conseil's vice-president, Ghislain Dufour. "A relatively small number of employers shirk their duties in terms of accident prevention. We're appealing to our membership either to set up comprehensive safety programs or revise existing ones."

Barthos also writes that a survey by *The Gazette* estimated that between 250 and 300 Québec workers die each year of accidents or illness suffered on the job.

And he quotes Parti Québécois leader René Lévesque: "The accident rate will continue to soar until Québec decides to put the lives and health of workers above the insatiable desire of large corporations to increase their profits."

CNTU protest

After two workers died in a construction accident at Mirabel International Airport, an official of the Confederation of National Trade Unions said Québec construction workers should "take safety into their own hands" and walk off dangerous job sites.

Florent Audette, a spokesman for the CNTU's construction wing, said workers are risking their lives every day "while the government just sits back and lets the problem get worse, and the bosses pile up profits."

The two workers fell 80 feet to their deaths on October 16, 1975 when a tower crane broke in two. Audette said there was no safety officer on the site at the time, and that the crane had "numerous dangerous defects."

He said there had been 17 fatal accidents on Québec construction sites in the previous three months.

Alcoholism programs

Canada's health minister, Marc Lalonde, wants more companies to establish remedial programs for their employees who have drinking problems, but a spokesman for Ontario's manufacturers says most firms can't afford to.

Lalonde made his plea on November 17 at a national conference on occupational health and drug abuse. He quoted Addiction Research Foundation estimates that in 1972, 60,000 to 70,000 employees in Ontario were alcoholics with addictions either undetected or "carefully camouflaged by solicitous colleagues and families."

He said it was to industry's advantage to organize rehabilitation programs: "I am referring to the alcoholism-related costs of skilled manpower, turnover, recruiting, training costs, on-and-off-the-job accidents, absenteeism, spoiled materials, erratic performance, hospital, medical and disability payments, sick leave pay and the loss of large investments made in training skilled employees and executives."

U.S. studies show it costs less in the long run to rehabilitate an alcoholic than to fire him, Lalonde added. He said the rehabilitation programs should include: a clearly stated personnel policy on alcoholism, early detection, referral, treatment and rehabilitation.

The Toronto Star quoted Dr. Donald Grant, director of health and safety for Ontario Hydro, as estimating the loss from alcoholism in Ontario alone at 1 billion a year. He described it as the third most costly health problem — after cardiovascular disorders and cancer.

The argument that most companies cannot afford rehabilitation programs came from S. C. M. Ambler, chairman of the Ontario division of the Canadian Manufacturers' Association. He said most Canadian companies are small — with fewer than 50 employees — and don't have the funds or personnel such as doctors or psychiatrists that large corporations employ to implement such programs. lg

A mixed response to the government's anti-inflation program

by George Sanderson and Roy La Berge

The federal government's prices and incomes program has drawn heavy criticism from organized labour and some of Canada's leading economists. The economists don't think it will cure inflation, labour says the program is unfair to workers, and a majority of the public believes that the controls, although "inevitable," will be stricter on wages than on prices.

The anti-inflation measures, enforceable by law, apply to all federal public service employees, to the 1,500 biggest companies in Canada, and to most firms in the construction industry. The government has also called on all Canadians not covered by the legislation to voluntarily comply with the program's guidelines on profits, prices, rents, dividends and professional fees (LG, Oct. 1975, p. 704).

The only benefits in having the restraints imposed by law, Prime Minister Trudeau told the nation in a televised address October 13, was to give people time "to understand and adopt the real cure — a basic change in our attitude, a realization that we cannot expect incomes to continue growing at a rate faster than the economy is growing."

Trudeau, who opposed mandatory wage and price restraints in 1974, said in a CBC radio interview on November 4 that he had changed his mind because inflation had worsened. That same day, he reportedly told a group of Québec newspaper editors: "If the difficulties and obstacles are overemphasized it is highly possible that the system won't work."

The response from labour has been anything but positive. Union leaders across the country have opposed the program on the grounds that it would not succeed in curbing price increases. A CLC policy statement called it "highly inequitable" and "incredibly ill conceived." The congress said it would boost unemployment "while at the same time failing to treat the root causes of inflation."

While it would be easy to police wages, the CLC explained, it would be impossible to provide any "meaningful surveillance of the practices of 1,500 large corporations ..." because... "the variety of procedures, exceptions and criteria ...the accounting and legal procedures will be so complex..."

In its "outright rejection" of the enforceable guidelines, the CLC statement recommended the nine-point alternative program it had first put forward last spring, when it rejected government efforts for a consensus on voluntary restraints:

- subsidized low-rental housing and subsidized mortgage rates for low-income families;
- effective rent controls;
- curbs on land speculation, and establishment of land banks;
- regulation of oil and gas prices, which have seriously fuelled inflation;
- a negative income tax, or some form of tax credits, to protect those who have little or no bargaining power and who fall into lower-income brackets;
- an increase in old-age pensions;
- a guarantee that any tax concessions made to corporations

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Trudeau, who opposed mandatory wage and price constraints in 1974, said... he had changed his mind because inflation had worsened

will be used to create jobs rather than to pay higher dividends;
- full-employment policies.

In contrast to labour's reaction, business leaders, while expressing reservations about the government program, generally indicated they would try to make it work.

"In view of the seriousness of the current situation, Canada's manufacturing industry can be expected to give support to the government's economic measures," said Harold Corrigan, president of the Canadian Manufacturers' Association. But he added this cautionary note in his statement:

A CLC policy statement called it "highly inequitable" and "incredibly ill conceived"

"The CMA and industry as a whole continue to believe strongly that over the long-term, the free market economy is the best system to provide competitively-priced goods and services wanted by Canadians."

Corrigan urged that the government "deal even handedly with all sectors of the economy" and that it "face and come to grips with the underlying causes of inflation, which include the rate of increase in government spending at all levels and extensive growth of the money supply."

The Canadian Chamber of Commerce and the Canadian Construction Association also expressed qualified support for the program.

Seventeen economists, mostly academics, sent the prime minister a letter in December asserting that the anti-inflation program as it now exists isn't likely to succeed unless it is supported by other policy changes. They said the government can't expect to successfully impose restraints on the economy if it does not also demonstrate its willingness to cut back its own demands on the economy.

The letter, written by John Crispo and Douglas Hartle of the University of Toronto, but signed by all 17, calls for stringent reductions in government spending and borrowing over the next few years, "even though this might well require some painful cutbacks in statutory programs;" gradual reduction in the rate of money supply growth; and "structural changes" that would make current laws and regulations less supportive to powerful groups, and give more bargaining power for income to the less powerful.

The economists were particularly critical of the growth of government fiscal deficits at all levels, the rapid increase in the money supply associated largely with those deficits, and the "apparent increase in the concentration of power" that "now may pose a threat to our democratic system of government."

The economists believe many public and private bodies "seem to have gradually acquired too many privileges and vested interests," and have "used their powers to protect themselves from market forces." There is therefore a need to re-examine their powers and privileges.

Business leaders... expressed qualified support for the program

"The struggle over who should get what share of the pie... may be the heart of the inflation problem" the letter says. "The legitimacy of the whole social-political-economic system is now in question."

Among a long list of specific structural changes proposed are:

- tougher laws to curb corporate mergers;
- tariff cuts to increase industrial competition;
- a reduction in the number of

"Of course you know the real villain behind inflation is government spending."

The economists believe many public and private bodies "seem to have gradually acquired too many privileges and vested interests"...

agricultural marketing board regulations, to let free-market forces govern food prices, "even if this requires adoption of some kind of guaranteed income for needy farmers."

- paring down the bureaucracy and abolishing some departments;
- changes in labour law reducing the powers of unions representing government and construction workers;
- changes in the Public Service Staff Relations Act to remove the right of public servants to opt for settlement of pay disputes by arbitration when a strike will not work — because arbitration tends to increase the final cost of pay settlements;
- a reduction in the monopoly powers of such government agencies as the Post Office when their employees decide to strike;
- strengthening the Auditor General's role to allow the public more information about the efficiency and effectiveness of government programs.

Commenting on the Hartle-Crispo memorandum, Simon Reisman, former deputy minister of finance, said the controls program is necessary and must be made to work, but he voiced strong reservations about the design of the program and the length of time the government may leave the controls in place — three or more years. "Controls are not an economic instrument," he said in a recent interview. "They are a political and psychological instrument — to provide discipline in the government sector and reduce the expectations of the public at large. Three years is too long to keep controls in place. Eighteen months should be the limit. The longer the controls are around, the tougher they are to administer, the more distortions get into the system."

Reisman's major concern is with the current level of government spending. He is not much impressed by the 1.5 billion the government has decided to shave off its future spending plans. "Even with these cuts," he said, "government spending will still grow by 15 to 16 per cent." He believes growth in government spending should not exceed the growth in GNP in current dollar terms.

While Reisman didn't sign the Hartle-Crispo paper, he agrees with many of its recommendations, including abrogation of the right to strike by certain public sector groups and provision for these groups of fair remuneration linked to movement in national industrial wages; a reduction in the number of federal departments and the size of the bureaucracy; new structures that would help to reconcile differences between government, business and labour.

Since his retirement from the Finance Department in May, Reisman has acted as a consultant to business on government affairs.

Neither the qualified acceptance by business leaders nor the outright rejection of the program by organized labour is surprising. But in going ahead with the measures, the federal government undoubtedly believed the majority of Canadians would support it, and recent public opinion polls indicate the government's view may have been correct.

A survey in November by the Canadian Institute of Public Opinion found that most Canadians are resigned to the idea of price and wage controls, with 62 per cent labelling them "inevitable" and only 27 per cent thinking they could have been avoided. Many of the respondents, however, were concerned about the fairness of the controls; 63 per cent thought they would be more strict on wages than on prices, while only 23 per cent disagreed.

A short time later, a Canadian Broadcasting Corporation opinion survey of a random sample of adults found 61 per cent in favour of the controls and 22 per cent against. Although 80 per cent of the respondents said they would *personally* support the government's anti-inflation program, 40 per cent expressed the belief that there would not be enough support from others for the program to work.

Neither the qualified acceptance by business leaders nor the "outright rejection" of the program by organized labour is surprising

Interestingly enough, most Canadians thought tough anti-inflation measures were needed even before they were announced on October 13. A week earlier, 70 per cent of those surveyed by the Canadian Institute of Public Opinion thought the government should exercise compulsory powers to halt rising prices, and 54 per cent favoured stiff action to curb rising wages.

In the final analysis, the program's success will hinge not only on strong public support and the co-operation of provincial and municipal governments, but also on business and labour's willingness to abide by the guidelines.

An outline of the guidelines

The federal government's anti-inflation guidelines limit wage and salary increases to 10 per cent in the first year of any new contract or award, 8 per cent in the second year and 6 per cent in the third year — to an upper limit of $2,400 annually. The regulations allow for a 2 per cent upward or downward adjustment in wage increases, however, if wages have fallen considerably behind the Consumer Price Index or surged considerably ahead of it. Percentage increases raising the wage level to no higher than $3.50 an hour are exempt from the rules.

Prices or fees will be permitted to go up only enough to cover added costs, and profit margins are to be strictly controlled. But prices of farm and fish products are exempt at the producer level.

The regulations, apply to all firms with more than 500 employees, all firms in the construction industry with more than 20 employees, firms whose employees take part in industry-wide bargaining, all persons employed by the federal government and crown corporations, and all professional people who normally earn fees — doctors, lawyers, accountants, engineers, and so on — and salaried employees of professional firms.

The government expects small companies that are not covered by the regulations to be forced by competition to keep their prices at the same level as those of the larger firms.

Compliance with the regulations will be monitored by the anti-inflation review board headed by Jean-Luc Pepin, chairman, and Beryl Plumptre, vice-chairman. The AIB Administrator is empowered to order rollbacks in unwarranted wage and price increases. Disobedience of the orders would bring "stiff penalties backed by full force of law." Board rulings may be appealed, however, to an anti-inflation appeals tribunal.

Other elements of the federal anti-inflation program include:

- fiscal and monetary policies aimed at increasing total demand and production "at a rate consistent with declining inflation;"
- limits on the rate of growth of public expenditures and public service employment;
- structural policies "to deal with special problems of energy, food and housing, to ensure a more efficient and competitive economy and to improve labour-management relations."

The provincial governments have been asked to support the federal initiative by adopting the federal guidelines or implementing similar measures in their own jurisdiction. lg

An economic outlook for 1976

by Frederick Stapenhurst

1975 was a bad year for the Canadian economy, which along with most other Western countries, experienced the worst recession since the Second World War. Real output declined, unemployment rose, and inflation remained at unacceptably high levels.

This year the economy is likely to grow, but only sluggishly, and continued growth will be very much dependent on both Canadian government policies and on the economic performance of the U.S. Inflation is expected to moderate somewhat, but unemployment is likely to increase — hardly a forecast to rouse enthusiasm. Indeed this very sluggish recovery may contain the seeds of possible future economic problems.

The controversial wage and price program, even if effective, may have the side effect of nipping the economic recovery in the bud. Predictions are being made that the U.S. recovery will not be sustained — which can only have dire repercussions on Canada and the rest of the world. With the labour movement almost wholly against wage guidelines, we can expect increasingly disruptive strikes — which will further distort and upset the recovery.

Frederick Stapenhurst is an economic analyst with Canadian Industries Limited, Montréal.

In 1975 the Canadian economy was stagnant — provisional data indicate that real G.N.P. actually declined by 0.5 per cent, a particularly poor performance compared with Canada's historical growth rates: 2.8 per cent in 1974 and 6.9 per cent in 1973. Nevertheless, it is considerably better than that of some of our major trading partners — last year G.N.P. in the U.S. declined by nearly 4 per cent, Italy by 1.5 per cent and Germany by 1 per cent, while the economies of France and the U.K. remained more or less stationary.

The great debate seems to be not so much whether the controls will work but whether they will abort the present economic recovery...

Gloomy as the 1975 picture appears, there is a somewhat brighter side. Although the evidence is, as yet, uncertain, it does seem that the economy bottomed out sometime around midyear and that we did experience a modest recovery during the latter part of the year. This recovery should continue through the whole of 1976, with real growth averaging about 5 per cent — at an accelerating rate for the first two or three quarters and then levelling off toward the end of the year. Unemployment will remain high, peaking in the fourth quarter at around 8 per cent and averaging 7.5 per cent for the year as a whole.

The expected decline in inflation failed to occur last year. Although

With the labour movement almost wholly against wage guidelines, we can expect increasingly disruptive strikes...

there was some moderation of price increases during the spring months, inflation occurred during the summer and fall — caused partly by higher oil and natural gas prices and high wage settlements. The big question in 1976 is whether the federal government's anti-inflation program will work. The finance minister expects inflation to moderate to 8.0 per cent for 1976 — a figure of around 9.0 per cent seems more likely.

The great debate seems to be not so much whether the controls will work, but whether they will abort the present economic recovery and damage economic growth in the years to come. Their impact on the macro-economic indicators for 1976 will likely be slight — inflation may moderate slightly more than was originally anticipated, while economic growth is likely to remain moderate. Should the controls work, some observers have already predicted that inflation will be down to 2.9 per cent in 1977, while economic growth in that year will be 7.6 per cent.

A necessary adjunct to the controls is a restrictive monetary policy together with serious curbs on the growth of government expenditures. Late last year Gerald Bouey, governor of the Bank of Canada, announced that he intended to slow down the growth in money supply in order to give the controls a better chance of success. There seems to be a close relationship between the supply of money in the economy and the rate of inflation. During the past 3 years, money supply has been expanding at an annual rate of 10 to 15 per cent. The Bank of Canada's new target seems to be somewhat lower than 10 per cent. If it is successful in maintaining this rate, one of the principal causes of inflation will be moderated.

The Canadian Labour Congress, although opposed to wage and price controls, is fully aware of the relationship between the supply of money and inflation. CLC president, Joe Morris, said recently that "Monetary policy has never been in line with the potential growth of the economy, and consequently this alone has created economic instability of serious proportions." Morris also said he believed a money supply growth of "more than 5.5 per cent but not much more" would be sufficient to maintain economic activity. Perhaps labour representatives can be won over to the side of wage and price controls if the Bank of Canada shows that it, too, is serious about curtailing inflation.

The other necessary prerequisite to controlling inflation is a serious and determined effort to cut government spending. Federal government spending has escalated from $6 billion in 1966 to an estimated $35 billion for 1976, while a proportionately similar expansion has occurred at the provincial level. Ontario government expenditure during the same period increased from $2 billion to more than $11 billion.

Already there is a near freeze on hiring in the public service, and it looks as if the long-awaited "guaranteed annual income" plan will be postponed indefinitely. The placing of a moratorium on the hiring of outside consultants by government departments will no doubt help — while existing welfare programs, which last year cost nearly $5 billion, and the bilingualism program for the public service, which is estimated to cost $350-400 million, could be re-examined.

Planned new capital investment is expected to increase by 28 per cent this year over 1975. According to a federal government survey of 300 large corporations conducted last October, business spending on capital projects will total $17.6 billion — compared with $13.8 billion in 1975 and $10.6 billion in 1974. The increase this year does show some slowdown in growth — resulting largely from concern over sales both in Canada and abroad, as well as general economic conditions — and is largely dominated by the continuation of existing projects and expansion of existing

Perhaps labour representatives can be won over to the side of wage and price controls if the Bank of Canada shows that it, too, is serious about curtailing inflation

plans. About half of this 28 per cent increase reflects inflation, so in *real* terms business expenditure will increase by approximately 14 per cent.

The outlook for residential construction also looks fairly optimistic. Not only was the housing industry one of the leading industries to pull the economy out of recession last year, but the federal government's new subsidies should further stimulate the industry. Housing starts for 1975 totalled 210,000 — down from 222,000 in 1974 — but starts in the second half of last year were at an annual rate of 250,000 and the projection for this year is 225,000. The main uncertainty in this sector is the effect of recently announced rent controls; for some time, rents have failed to adjust to the increased

costs of construction, and there has been a decline in the construction of multiple units — a pattern which is likely to continue.

With the economic recovery already under way in the U.S. and Japan, and with Europe poised for recovery, the international situation is expected to continue to improve throughout 1976. However, rather than a dramatic surge of real growth, largely because of the severe inflationary and energy-related problems many countries are facing, a more sluggish and perhaps awkward advance is anticipated.

Given this situation, there should be a considerable strengthening of Canada's merchandise exports. In value terms, this year's exports are forecast to increase by perhaps 12 per cent, with the rate of growth accelerating slightly as the year advances. With a modest domestic recovery, and some further deterioration in our energy trade balance, a 9.5 per cent increase in the rise in the value of imports is anticipated. The net outcome of this trading pattern would be a reduction of the estimated merchandise trade deficit from $1.1 billion in 1975 to $400 million this year. Although this is a substantial improvement, it is still far from our trading performance of earlier years — causing our debt service payments to rise inexorably, and making the finance of the payments deficit an important policy issue throughout the year.

...it looks as if the long-awaited "guaranteed annual income" plan will be postponed indefinitely

Despite a slowing down in the first half, consumer expenditures held up better in Canada last year than in most other industrial countries — in real terms personal expenditure increased by 2.2 per cent, although in the first half of last year growth was very low. Growth in expenditures rebounded fairly sharply in the second half of 1975, however, and is expected to show continued gradual improvement throughout this year (in real terms, an increase of about 5 per cent is expected above 1974). Thus consumer spending will continue to support the economic recovery, although it will not exhibit the same strength as in past periods of economic expansion. The main strength in consumer expenditure will be the automobile market, where sales will likely increase by about 8 per cent; other durables will likely show rather more sluggish growth while non-durable expenditure is expected to advance in line with its longer-term trend. lg

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International women's year

Part I: The government's program

by Sharleen Bannon

A year ago, some pundits scoffed that the idea of declaring 1975 international women's year was "for the birds." This reaction was prompted, at least in part, by what appeared to many to be yet another United Nations' pie-in-the-sky attempt to foster universal brotherhood (sisterhood?) as represented by its clever, pale blue dove-shaped international women's year emblem embodying peace, equality, and womanhood.

The Canadian government's official response to the idea of supporting international women's year was "Why Not!" and a decision to launch an international women's year program costing the taxpayer $5 million. Some outraged Canadians demanded to know *why* the government spent $600,000 or so on posters, newspaper advertisements, radio and television commercials, and those now collectors-item buttons, to pose an ambiguous question. They wanted to know *what* such a campaign would accomplish, and *how* it would lead to an improvement in the status of Canadian women. There was even an attempt by some parliamentarians to persuade the House of Commons to recall the Why Not! buttons.

Other Canadians were outraged for another reason. When informed by the government-sponsored advertisements that "women graduates don't earn as much as men graduates," and that "the boardrooms of Canada don't have many women," they too wanted to know "Why Not!"

Sharleen Bannon is associate editor of **The Labour Gazette**.

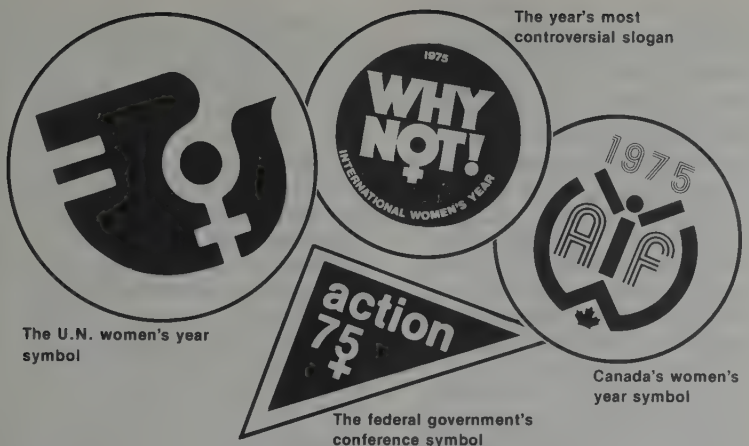
Now that international women's year is over, the conferences held, the money spent, and the "Why Not!" campaign recorded in history — perhaps some of the above questions can be at least partially answered. For those annoyed by the slogan, unresponsive to the government's offer of more information on the status of women in Canada, uninterested in women's struggle for equality, and left without even a souvenir Why Not! button, international women's year was simply a non-event, already forgotten.

The Canadian government's official response to the idea of supporting international women's year was "Why Not!"

But for those who *did* send for information, *did* participate in government-sponsored programs, and *did* initiate their own projects, international women's year was anything but a non-event. Those who decided to participate, found themselves — sometimes for the first time — in the company of "feminists," "women's libbers," and people without labels, who have been working for years to improve the status of Canadian women. This was the year that so many Canadians took advantage of the publicity, the information, sometimes the government grant money, and — perhaps most importantly — the climate of international women's year together with their own energies and initiative, to record, expose, define, improve, or denounce, the status of women in Canada.

The mandate of the 14-member international women's year secretariat included the directive, "to communicate with all Canadians on the status of women in Canada; broaden the base of support and understanding for equality of Canadian women in all facets of society; and encourage attitudinal change." To this end, they launched the "Why Not!" campaign to publicize international women's year and offer to the general public, information on issues related to the status of women.

Many of the 200,000 requests that swamped the secretariat for the buttons, included requests for the free information — a monthly newsletter about the status of women in Canada. Included in the newsletter was a list of government sources of funds for women's projects during 1975 and an extensive list of free government publications of particular interest to women on subjects ranging from how to get a job to information on family planning. The newsletter also gave information on what women across the country and around the world were doing for international women's year and provided a list of



The year's most controversial slogan

The U.N. women's year symbol

Canada's women's year symbol

The federal government's conference symbol

government agencies in every province charged with overseeing human rights issues of particular concern to women. Another gave more than 100 suggestions on how to participate in international women's year, ranging from, "inform yourself on the current status of women in Canada" (bibliography included), to "the next time you hear the disc jockey on your local radio station wisecrack about women in a stereotyped role, call the station to protest."

"Whether they liked it or not, people at least talked about the "Why Not!" campaign, commented Susan Williams, an officer with the Privy Council Office. She thinks the government succeeded surprisingly well in "getting people talking about the status of Canadian women — people who had never thought about it before." Williams pronounced the "Why Not!" campaign a success, not only because of the publicity and controversy, but because it gave people a chance to ask the government for more information.

"Until now, many women — particularly housewives — have felt threatened by international women's year and the whole issue of women's liberation, but they are beginning to realize that the overall status of women in society affects their legal rights in marriage and in law."

She admitted that many of the radical feminists were disappointed and critical of the way the government decided to spend its money for international women's year, but she pointed out that the government didn't plan to "preach to the converted" but rather to "involve the uninvolved."

This was the year that so many Canadians took advantage of the publicity, the information, sometimes the government grant money... to record, expose, define, improve, or denounce, the status of women in Canada

An influential group of the "uninvolved" the government attempted to reach during international women's year was the nation's major employers and image-makers. To this end, Prime Minister Trudeau, on behalf of Marc Lalonde, minister responsible for the status of women, invited 300 top executives of Canada's airlines, hotels, banks, insurance companies, advertising agencies, and provincial and municipal government representatives, to a one-day conference in Ottawa, October 15. The conference attempted to persuade them to hire and promote women, and ensure equality in the workplace and an accurate image in the media, for Canadian women.

Conference delegates spent the day listening to 16 women, representative of various occupations, viewpoints, ages, and backgrounds. Some told how they had broken out of the female stereotype and "made it" in a "man's world." Sociologists and psychologists analysed the roots of female stereotyping and debunked many of the myths about women's inferiority in certain jobs and professions. An audio-visual presentation on television screens, together with a booklet, helped drive home with a satirical barb, the offensive images of women commonly presented in television commercials and magazine ads. Some of the country's outstanding women in their field — including Shirley Carr, executive vice-president of the Canadian Labour Congress, Catherine MacIver, director of radio for the CBC English services in Montreal, and Elsie Gregory MacGill, Canada's first aeronautical engineer, and one of the commissioners on the Royal Commission on the Status of Women, told the businessmen how they should improve the status of their female employees.

Some ironies in connection with the conference were bound to occur. The Prime Minister, on his way to the conference, was greeted by placard-carrying demonstrators bearing signs and leaflets proclaiming, "wage and price controls will widen the gap," and

"this is international women's year and the government has not implemented equal pay for work of equal value legislation, 'Why Not?' "

The conference did not grapple with these still unresolved questions, even though matters related to wage and price controls were on the minds of both government and business. Cynics suggest that many of the businessmen travelled to the Ottawa conference mainly because they were promised advance copies of the government's then just-announced anti-inflation guidelines.

A less-publicized handout at the conference was a 200-page book sponsored by the International Women's Year Secretariat, entitled *To See Ourselves — five views on Canadian Women* (now on sale for $7.50 at Information Canada bookstores). Between its glossy covers and among its expressive photographs, is a carefully-researched condemnation of Canadian society's victimization of its lowest-paid working women. The book — which grew out of a series of research papers destined for limited distribution — includes case-history portraits of disadvantaged women subjected to the horrors of living on government social assistance programs. It also contains an analysis of the struggle professional women face in trying to attain equality with their male counterparts, and a series of interviews with young women battling against society's subtle pressures to keep them in stereotyped roles.

In handing out copies of the book, the government backed-up — albeit subtly — its soft-sell approach at the conference with a hard-sell case for social justice for Canadian women. Unfortunately, the conference itself received most of the publicity and criticism, while the book received little attention from

...many of the radical feminists were disappointed and critical of the way the government decided to spend its money for international women's year

either the news media or conference delegates. This volume may yet prove to be the most well-researched condemnation of Canadian society's treatment of its women ever published with government funds.

Among the criticisms levelled at the conference was the charge from the mayor of St. John's, Newfoundland, Dorothy Wyatt, who termed it "one of the biggest ripoffs ever." Wyatt called the speakers "academics" interested only in bettering the position of their own class while showing little concern for the plight of "the average working woman." Laura Sabia, outspoken feminist and chairman of the Ontario advisory council on the status of women, said of the conference that she had "heard the same thing for the past 20 years" and women need "more action" from government on issues such as equal pay legislation, removal of abortion from the criminal code, and day care, rather than "more talk and conferences."

Despite the criticisms of the Action 75+ conference, the gathering did serve a useful purpose — the government ensured that the nation's chief executives were informed that women *are* generally receiving an unjustly raw deal in the workplace and that they deserve an equal chance, for the economic as well as the social betterment of the country.

The conference, as the official "grande finale" of the government's international women's year program, also provided a forum for Lalonde to announce two significant policy decisions. Both concurred with the government's pledge "to look at the hiring, training, and promotion opportunities of women in the public service." The first was an order to each government department and agency to establish a five-year plan of measurable objectives between 1977 and 1982, to attain a representation of male and female employees for each occupational group and level "to approximate the proportion of qualified and interested persons of both sexes." Lalonde admitted that so far, the government's record in this area "has not been impressive."

The second was an announcement that the federal labour department, treasury board, public works, and other agencies had started a feasibility study for Cabinet on means to encourage companies receiving government contracts to take positive action to improve the position of their female employees.

Until Lalonde's announcement, international women's year had done little to hasten improvement in the status of the government's female employees. A September 1975 report by an outside consultant to the Advisory Council on the Status of Women criticized the effectiveness of the Public Service Commission's equal opportunities program, operating since 1972.

The report stated: "It is three years now since the Cabinet issued a directive to all deputy ministers of federal government departments and to all agencies, calling on them 'to take steps to encourage the assignment and advancement of more women into middle and upper echelon positions...'

"Women are only slightly better distributed throughout the six different categories of public service jobs than they were three years ago, and the conclusion is

inescapable that they are still overwhelmingly concentrated in traditionally 'female' occupations — secretarial work, nursing, and teaching."

Although this independent report added little new information on the status of women in government to the Public Service Commission's own annual report, it did serve to underline the lack of progress women are making in breaking out of the government's "female job ghettos."

Katie Cooke, chairman of the advisory council on the status of women termed Lalonde's measures, "excellent" and predicted that the measures, for the first time, will make government departments accountable for their actions in the area of promoting women. Cooke also said that if top government officials take Lalonde's get-tough measures seriously, that should be enough to ensure equality of opportunity. She also commended Lalonde's pledge to try to promote equality in companies receiving federal government contracts, saying the measures should improve the lot of many women.

Irene Johnson, one of the three public service commissioners, and one of the government's 20 highest-ranking and highest paid women employees, welcomed Lalonde's announcement and commented, "it is quite apparent that despite all our efforts and despite greatly liberalized attitudes, we still have a long way to go to achieve the visible progress for which we are aiming."

Johnson, who holds deputy-minister status, said that although the Public Service Commission's request for additional funds to undertake a special international women's year program for government employees had been turned down by Treasury Board,

There was even an attempt by some parliamentarians to persuade the House of Commons to recall the Why Not buttons

the commission made special efforts during 1975 on behalf of the government's female workers. One such effort was the holding of a two-day career planning seminar for 200 high-potential female government employees from across the country. Participants represented a cross-section of occupational groups in the public service, from secretary to professional categories.

She admits, however, that it will take time for women to attain their rightful place at the upper levels because they are just starting to be represented in significant numbers in the lower-level officer positions. They are still relatively sparse in the middle-levels, also. Johnson added that international women's year has inspired many women to aspire to their full potential and has given additional impetus to the government's equal opportunities program.

Nola Landucci, who has been head of the commission's equal opportunities for women office since 1974, also lauded Lalonde's "measurable objectives" policy for integrating women into the higher levels of the public service. Like Johnson, she sees this policy as a vital component in a program to assure the success of the government's on-going efforts to improve the status of its female employees. Landucci contends that "the concept of setting goals within a time-frame is the only valid way to ensure female advancement within the public service." She believes also that the old, largely unenforceable guidelines for the advancement of women in the public service haven't worked for the vast majority of women because "moral suasion" isn't a powerful enough force to promote equality.

"It is incredibly simplistic to believe that attitudes must come first, action later. It would take the male-female distribution in the public service forever to equalize if

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that attitude were to be retained any longer. Personally, I couldn't care less if employers are prejudiced against women — just as long as they do not discriminate against them on the job."

Landucci hastens to echo the commission's slogan "It's Up to You", however, and advises female public servants that even with equal opportunities, the competition for good jobs is fierce and women must learn to use career ladders to their own advantage. "Because," she warns, "nobody will plan your career opportunities for you."

Lalonde's second announcement — a feasibility study of how the government could help improve the status of women in private companies with which it does business, also indicates a turning point in federal policy. An interdepartmental committee, which first met in September, recognized that many occupations, particularly in the construction and maintenance fields traditionally have been restricted to men. It also recognized that women employed by such companies usually have not achieved equal status in terms of career advancement.

The rights in employment branch of the federal Labour Department expects to consult with several companies' personnel administrators on their personnel practices. This information will then be used to help produce a set of preliminary standards and guidelines that would cover all aspects of personnel policy and practice that would have to be modified to assure full equality of opportunity in the private sector, including companies doing business with the federal government.

In conjunction with this program, the Labour Department plans to provide a consultative service to companies requesting assistance in applying the standards and guidelines to their operating requirements.

The success of the government's campaign to persuade private enterprise to promote its women employees and to regulate its personnel and job evaluation system will be both an indication of the success of the Action 75 + conference and of the government's commitment to improving and expanding employment opportunities for Canadian women.

In the area of regulating personnel policies within private companies, a veteran in the field of fair employment practices warns that the government must use persuasion rather than a "big stick" approach in order to avoid getting private industry up in arms against women and balking at the imposition of what it fears are drastic measures.

Until Lalonde's announcement, international women's year had done little to hasten improvement in the status of the government's female employees

As a sidelight to Lalonde's announcement, the federal Manpower Department, partially as a result of international women's year, plans to launch a campaign to persuade employers in traditionally "all male" fields, such as construction, to persuade women to enter trades and occupations such as bricklayer, plumber, and heavy equipment operator. Apparently, the department is counting on a combination of female determination to enter employment in these fields and a breakdown of what one government spokesman terms "Neanderthal attitudes" of most employers who do not traditionally hire female workers.

Another major component of the federal government's international women's year campaign involved a variety of projects under the auspices of the Women's Program of the Secretary of State Department, which received half the special funds for the year. The Women's Program, which usually has an annual budget of about $200,000 used $1 million of the additional $2.5 million to fund a number of voluntary, non-profit women's groups, and $500,000 to fund women's cultural events. It allocated the remainder to sponsoring 12 national conferences to promote action on social and political issues, send 20 delegates to the Mexico Tribune (a non-governmental conference held at the same time as the United Nations Conference), sponsor two major film projects, a series of conferences and a book on native women.

In all, more than 100 projects across Canada were undertaken by and for women, with government funds channelled through the Secretary of State. An important feature of most of the projects was the practical work experience the participants gained in administering and working on all aspects of their projects. Like all "cutural" and "social" programs, the projects are difficult to assess in terms of effectiveness, but judging by the number of requests for funds, and the scope and complexity of some of the projects undertaken, the program allowed many women to participate actively in international women's year in their own communities.

The 12 conferences, each attended by about 30 women specialists in a particular field, were held on such topics as women in politics, rural women, women and human rights, the participation of women in urban issues, women and the media, women in the arts, women from Canada's minority cultures, and native women. Reports from many of

these conferences are still being compiled, so, like many of the international women's year projects, the impact of the conferences in fostering change in the status of Canadian women, will take time to assess.

Some critics contend that the conferences were too elitist. Others say the whole Secretary of State program looked like a government attempt to offer a sop to women, while doing little to improve their status. Program director, Suzanne Finlay, was quick to acknowledge that her department's program did not please everyone, especially the more radical long-established groups that had started their programs without government assistance.

"Many activists were turned off by the heavy sell of international women's year." She agreed with them that one special year dedicated to women was not enough to bring about significant change, especially if efforts on their behalf lasted only for the specially-designated 12 months. She feels a special 5-year program would have been better, but defended the government's approach within the limits of a single year and believes that Canadian women did benefit. She says it gave women the impetus to launch programs that they otherwise would not have. She also believes that the public — and women in particular — must make loud and persistent demands for what they want in order to get governments to respond. She feels they did so during international women's year. But without continuous and strong grass roots demands from across the country, the status of women in Canada will not improve, she says. Finlay regards the Secretary of State international women's year program as an effective national means for the government to tap and support these grass roots demands and energies. Few could argue with the spirit of this response by government.

For its $2.5 million investment, the recipients of the funds gave the government and the public a potentially long-lasting legacy in the area of women's views, demands, history, and creative talents. The two major film projects reflecting women's views are receiving mass distribution in movie theatres and on television. The first is a cartoon-style film called "Women Want", made by the National Film Board. The second is the "Just a Minute" series of one-minute videotape films made by the female participants in several of the "how-to" film-making projects funded by the grants program. The series presents a cross-section of Canadian women expressing views on a variety of subjects.

The $500,000 allocated to women's groups to undertake women's cultural programs, produced a nation-wide series of women's festivals of the arts displaying the talents of women playwrights, poets, dancers, photographers, writers, performers, and artists of all kinds. Some of these projects are bound to make significant contributions to Canada's literary and artistic heritage.

The federal government's international women's year program

During international women's year, the federal government conducted a special program to supplement its ongoing program to help Canadian women achieve equality. The program included:

- Creation of an International Women's Year Secretariat — reporting to Marc Lalonde, minister responsible for the status of women, — to administer a national 12-month program during 1975, aimed at creating attitudes favourable to women achieving equal status in Canadian society.
- $5 million special federal government funding, divided between the Secretary of State Department and the International Women's Year Secretariat. Of the $2.5 million allocated the Secretary of State, approximately $1 million was allotted to its Women's Program for additional grants to women's organizations, and $500,000 for women's cultural events.
- In addition to the $5 million new funds, all federal government departments with funds for projects submitted by members of the public were requested to give priority to projects submitted by and for women, during 1975.
- The federal government encouraged all its departments and agencies to examine their training and career opportunities for women employees.
- A one-day conference called Action 75+, to which chief executives in private business, unions, media, education, and government were invited, aimed at ensuring action beyond International Women's Year in the areas of equality in the workforce and a more positive image of women in the advertising media.

The "resource-producing" grants funded projects that compiled and distributed a variety of information of use to women in such subject areas as legal rights, and employment opportunities.

Long-established major national women's groups were another category of recipient for the Secretary of State funds. For example, a $25,000 grant went to the National Secretaries Association to conduct a public awareness program in 40 communities. It was designed to encourage the recognition of the importance of the secretary's role in business, and to encourage the opening up of more management positions to qualified secretaries. After all, the largest proportion of Canada's working women are office workers.

Another project in the same category was a $4,450 grant to the Canadian Council on Social Development to conduct a feasibility study of the need for a national journal on the law as it pertains to women.

Special funds to the Native Women's Program produced a book for native women containing biographical portraits of 10 native women from different regions and groups across the country. This book is a unique addition to Canadian literature — one of the few by and for native women, allowing them to speak for themselves, to each other.

The final component of the government's official program for international women's year was its promise to "eradicate provisions of a number of Acts that discriminate against women or are otherwise prejudicial to women," and to introduce human rights legislation.

The proposed human rights bill is designed to prohibit discrimination in all federal enterprises such as banks, airlines, and Crown corporations. The long-awaited "omnibus bill' amends eight pieces of legislation in the area of citizenship rights, unemployement insurance, maternity benefits, pension plan benefits, and employment in the public service. This non-controversial bill has received the blessing of all concerned, but the proposed human rights legislation has received some severe criticism.

Madeleine Parent, secretary-treasurer of the Canadian Textile and Chemical Workers Union and Laura Sabia, then chairman of the Ontario Advisory Council on the Status of Women, spoke for many when they denounced the inadequacies of the proposed bill's guarantee to outlaw discrimination in wages between male and female employees doing the same job. They call for equal pay for work of equal value because, in essence, the proposed legislation would still permit a senior secretary who has been with a company for years, to earn less than a junior male draftsman just learning his job.

...the attainment of equal rights by women... is likely to prove one of the major indications of the government's commitment to promoting women to equal status

Similar criticisms are being levelled against provisions of the bill that propose basing pension and insurance schemes on occupational groupings. While most agree that differences in benefits based on the number of dependants is fair to all concerned, feminists claim it is unfair that a secretary should get a lower pension on retirement than her boss.

The proposed method of filing complaints as outlined in the bill is another cause for criticism — a complaint would be referred to an investigator who decides whether or not it warrants the attention of a conciliator. The conciliator, on acceptance of the complaint, then attempts to persuade the company to cease and desist its discriminatory practices. In addition, the permission of the attorney-general is necessary for the case to be acted upon further. Even if found guilty of the offence, a fine is the only punishment. For many Canadian women, the bill promises too much and has the potential to deliver too little in the provision of effective protection against discrimination in the workplace.

Clearly, the need for human rights legislation for all Canadians is long overdue. As one of the major demands of women's rights advocates, its progress is being closely monitored. Sponsors of the bill, however, claim that the legislation is merely a draft proposal and they welcome public response and suggestions for amendments. Canadian feminists seem to be supplying both the criticism and suggested amendments.

In the long run, the attainment of equal rights by women, assisted and reinforced by legislation, is likely to prove one of the major indications of the government's commitment to promoting women to equal status in all facets of Canadian society. Taking into account the necessity for women to press for equality on their own behalf, it will also require a mass effort backed by the courts and legislatures, together with the support of their employers, for them to achieve equality.

During international women's year, the government at least indicated that it is responsive to women's demands for equality. Only time will tell to what degree. lg

Metric conversion: added costs for workers?

by Ted Weinstein

Metric conversion in this country is well under way. Soon, our now-familiar Imperial system of measurement — inches, pounds, miles — will be completely replaced by the international system of metric measurement — centimetres, grams, kilometres.

Canadians are already accustomed to hearing weather reports giving the temperature in degrees Celsius and seeing highway signs with distances in kilometres. For most Canadians, metric conversion means only a slight inconvenience, requiring an adjustment to different terms and learning equivalent measures.

But for almost two million Canadians, metric conversion may create a financial burden. These Canadians are employee tradesmen — workers who earn their living by using calibrated tools. About 1.7 million workers — almost one in five in the workforce — use carpentry, machine-shop, servicing, repair, and other types of tools in their jobs. The workers are employed in almost 100 different occupational classifications, ranging from 28,000 metal-cutting machine operators; 100,000 welders; and 240,000 motor vehicle and aircraft mechanics and repairmen, to 240 glass and stone machining inspectors; 600 small business machine fabricators; and 60 wood products inspectors.

Ted Weinstein is editor of **Teamwork in Industry,** *a Labour Canada publication.*

For almost two million Canadians, metric conversion may create a financial burden

Through the efforts of the Canadian Labour Congress and with the concurrence of industrial and trade association representatives, pressure is being put on the federal government to devise some sort of financial reimbursement system for these workers, although the exact form or amount of the repayment will not be known for some time. Ron Lang, legislative director of the Canadian Labour Congress, and a member of several Metric Commission committees, explains the background of the CLC concern:

"It was in 1972 that the Congress first became aware that the change in measurement systems from Imperial to metric meant workers would have a financial problem caused by the purchase of new tools. The government's stated policy was to "let costs lie where they fall" — in other words, the employee tradesmen affected would have to absorb the cost of their new tools, even to the tune of

Thomas Studio

The CLC's Ron Lang says metric conversion may be costly to some workers.

thousands of dollars. The Congress sent a brief to the Metric Commission, established by the federal government to plan and co-ordinate metric conversion in all sectors of the Canadian economy, pointing out this potential problem. The same point was repeated and stressed between 1972 and 1974, and in September 1974, the commission formed a working group to examine the question of tradesmen's privately-owned tools."

The working group was a temporary subgroup of one of the 60-or-so Metric Commission sector committees concerned with various aspects of an identified industry sector. Sitting on the working group were about 20 representatives from 11 organizations: the Metric Commission; the Canadian Construction Association-Construction Trade Contractors; the CLC; Canadian Electrical Manufacturers' Association; Canadian Hardware and Houseware Association; Centrale des Syndicats démocratiques; Confédération des Syndicats Nationaux; Canadian Tooling Manufacturers' Association; National Automotive Trades Association of Canada; and the Ontario Retail Gasoline and Automotive Service Association. Also attending the group's meetings in an advisory capacity were representatives from the Department of Finance and the Taxation branch of National Revenue.

During the first few meetings, Lang noted, "industry's first reaction to the CLC concern was cool. Except for the congress, the consensus seemed to be that there was no problem and the financial burden could not be that great. It was not general knowledge that, in the majority of companies and businesses, the employee tradesmen pay the cost of their own tools."

To determine the extent of the problem, the group devised a questionnaire which was distributed to member groups of the labour and manufacturing organizations. The questionnaire surveyed the classifications of employees required to provide their own tools to earn their living; the number of these employees; the type of tools they use; and whether these workers would have to replace their tools in order to perform their jobs after metric conversion.

"It was not general knowledge that in the majority of companies and businesses, the employee tradesmen pay the cost of their own tools"

The survey results, contained in the group's report, opened the eyes of the group members, said Lang. The Canadian Manufacturers' Association submitted results indicating one worker in 10 employed in Canadian manufacturing industries is required to own some of his tools. The CMA estimated the costs to individual employees affected will range from $50 for assembly workers to $300 for skilled workers and $600 for specialists. According to the National Automotive Trades Association, more than 200,000 motor mechanics supply their own tools, which could cost each of them upwards of $2,000 to replace. The Canadian Tooling Manufacturers' Association indicated 85,000 employees in its organization own their tools, with the average cost of $350 for each affected employee. The Canadian Construction Association corroborated the findings of the other groups, and counted refrigeration mechanics, general mechanics, elevator mechanics, and other workers among those who would be affected.

Armed with these figures, the working group tried to devise an equitable solution. Grants and subsidies were considered, but there were administrative problems. The eventual proposal of the working group was a tax system.

The group's report explained that the tax credit system would apply to employees who are required to own "measurement-sensitive" tools in order to earn their livings and who would have to supply themselves with duplicate tools because of metric conversion. The system would require employees purchasing calibrated metric tools to produce sales slips verified by the retailers and the tradesmen's employers. For the workers to receive the tax credits, sales slips would have to be submitted each year with the income tax forms. Furthermore, the working group recommended the tax credit would be made retroactive to January 1, 1975 and continue for the period during which employees are affected by metric conversion, and be applicable only to the initial duplicate purchase of any metrically calibrated tool.

The report of the working group was presented late last fall to the Parliamentary Standing Committee on finance. From the committee, the report went to Cabinet where it awaits a final decision.

If the costs of conversion are to "lie where they fall," Lang said, "organized labour, through collective bargaining, will be able to transfer some of the costs to the employers. But workers in smaller, unorganized industries will bear the full costs of metric conversion retooling.

"But while the government said the costs will lie where they fall, the Income Tax Act allows corporations to claim write-offs of up to 40 per cent on the cost of new machinery. In addition, corporations can pass on increased costs to the consumer. But employee tradesmen who must supply their own tools as a condition of work cannot pass on any costs and have not been offered any financial assistance or subsidization over and above the 3 per cent or $150 expense deduction allowed every worker.

"Where do employee tradesmen turn to pass on their costs? They have nowhere to turn because they must buy and supply their own tools as a condition of employment. Metric conversion means employee tradesmen will have to supply two sets of tools for their work: their current Imperial measurement tools will be needed for machines or machine parts made to Imperial specifications, and metric tools for new machines and parts being built to metric specifications. In addition, employee tradesmen, especially mechanics entering the workforce will need both sets of tools for 20 or 30 years, in order to service either Imperial or metric-built machines.

"The cost? We estimate the initial cost for metric tools by 1980 to

Metric conversion means employee tradesmen will have to supply two sets of tools for their work

be $700 million, and by the year 2000 metric tools will have cost employee tradesmen $1 billion."

Although, in the view of the working group, a tax credit system would be the fairest, most equitable, and easiest system to administer, Lang said he is not sure exactly what system will be approved by the cabinet. Indeed, there are precedents of sorts here, he suggested, because Canada is one of the last countries in the world to convert to metric measurement, and no other government has helped workers such as employee tradesmen.

"We're fairly sure the cabinet will want to help these workers, but we don't know what kind of help will be chosen. The government does not want the Income Tax Act used to provide financial aid. The Income Tax Act makes a distinction between a person working on a 'contract of services' (an employee) and one working on a 'contract for services' (an independent businessman). The Canadian Labour Congress is not asking for personal income tax write-offs for businessmen, but for employees working on a contract of service.

"However, the government is of the opinion that once the principle and jurisprudence of the Act are breached — letting tradesmen claim the cost of metric tools as expenses — then the whole foundation of the Canadian income tax system is destroyed. It is on this basis that the cabinet will make its final decision. We think the government will take the position that the employee tradesmen should have their tools paid for, somehow, or subsidized, but the Income Tax Act should not be meddled with. That's where we think the fight will be: not whether workers should get help, but what type of help will they get."

Lang said the advisors from the Departments of Finance and National Revenue who attended the working group's meetings suggested government departments such as Supply and Services or Industry, Trade and Commerce alleviate the financial burden.

"But how does a garage mechanic get money from the Department of Industry?" he asked. "If the government provided subsidies to the employers of the tradesmen, how would they be administered? How could we be sure the workers would get their full subsidy? This is our central point: the only fair control of financial help is through the income tax system. The government counters by saying if workers can deduct the cost of their tools, they will be deducting a cost of their employment. The government is worried that workers will be getting the same kinds of tax concessions as the business community."

The CLC does not know when cabinet will make its decision on this problem, but, said Lang, "tradesmen are buying new tools now. They should retain their sales slips as far back as January 1, 1975, get them certified by their employers, and if possible, get verification by the stores that the bills are for tools needed to replace Imperial measurement-sensitive tools. This way, if cabinet approves the tax credit, they will have their proof of purchase, and can get their tax deductions." lg

Trends in Canadian Strikes 1917-1972

by B.L. Kinsley

Most studies of strike activity focus on some aggregate statistic such as time lost as a percentage of total estimated working time, or man-days lost per 1,000 workers. Such aggregate figures mask the three dimensions of strike activity—duration, frequency and size. Because these dimensions tend to vary independently, changes in any one may account for fluctuations or constant changes in an aggregate statistic. Consequently, it is important that each be examined separately.

Time lost as a percentage of total estimated working time is a significant indicator of overall strike activity and gives a rough estimate of the direct costs of strikes. Plotting time lost on a graph illustrates the fluctuations, indicates the gradual increase in time lost due to strikes, and points out the significant increase in time lost during the past few years.

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The average time lost between 1917 and 1951 was 0.12 per cent of total working time, and for the period 1952 to 1972 was 0.18 per cent. The increase since the early '60s has been even more dramatic, jumping from 0.07 per cent in 1963 to 0.43 per cent in 1972. But this may be a temporary phenomenon, because strike activity follows a cyclical pattern that corresponds closely to the business cycle.

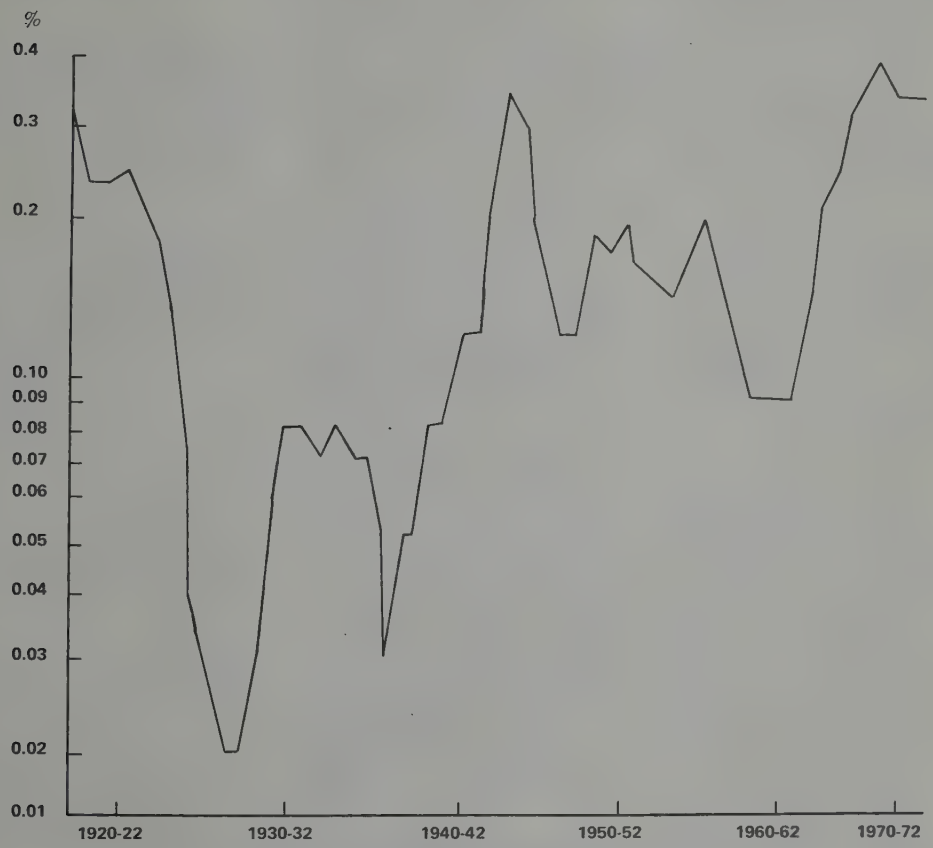
Strike activity follows a cyclical pattern that corresponds closely to the business cycle

If strikes are as closely related to changes in economic conditions as they appear to be, then the recent trend to increased strike activity is due largely to such economic conditions as high inflation. It is clear that any policy directed at reducing strike activity must take this relationship into account.

Time lost gives some impression of cost. Although time lost due to strikes is relatively high now, it still does not equal the time lost due to accidents, sickness or absenteeism. To date, efforts to measure accurately the economic costs of strikes have not been successful. Attempts to weigh public inconvenience against workers' economic, political and psychological benefits are even less successful.

Graph 1

Time Lost* Due To Industrial Disputes As A Percentage Of Estimated Total Working Time, 1920 to 1972**



*Moving average taking three years at a time and plotted on semi-log. paper.
**Source: *Strikes and Lockouts in Canada 1972*, Ottawa: Labour Canada, 1974-28-29.

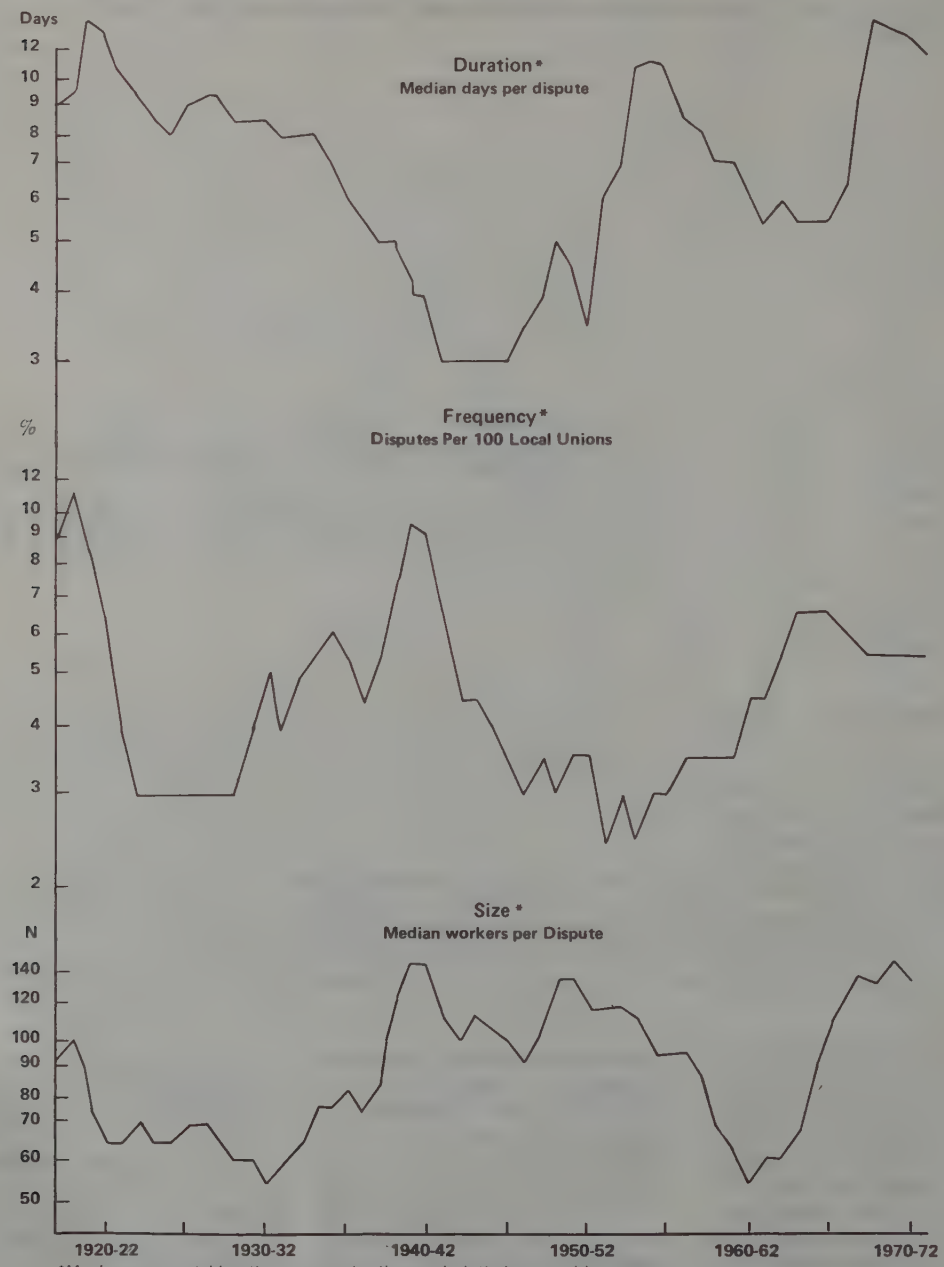
Strikes have been increasing in duration (Graph 2). The median strike between the years 1917 and 1951 lasted 6.7 days while strikes during the period 1952 to 1972 have lasted an average 8.4 days. The shortest strikes occurred during the war years 1940 to 1946 when they averaged 3.1 days, while in the last few years they have been averaging more than 11 days. No possible explanation readily suggests itself for this change. During the war, strikes in many industries were illegal and the real threat of government action may account for the short strikes during this period.

Efforts to measure accurately the economic costs of strikes have not been successful

In other periods, longer strikes may be due to increasingly wide differences between what labour demands and what management offers. Big catch-up wage demands or issues over which it is difficult to compromise—such as

Graph 2

Average Duration, Frequency And Size Of Industrial Disputes, 1917-1972*



*Moving average taking three years at a time and plotted on semi-log. paper.

**Sources: Derived from *Strikes and Lockouts in Canada*, Ottawa: Labour Canada, Issues 1917-1972 and *Labour Organizations in Canada*, Ottawa, Labour Canada, issues 1917-72.

union recognition and the Rand formula, or the inclusion of COLA clauses and the right to bargain over technological change—may sometimes account for longer strikes during specific periods.

The number of strikes per 100 union locals has been decreasing slightly in recent years, but a cyclical pattern predominates. On the average, about 5 per cent of union locals can be expected to take strike action during

Many authorities believe that as the system of bargaining becomes more institutionalized, the frequency of strikes decreases

any one year though the rate varies between 2.5 per cent and 11 per cent. From 1917 to 1951, on the average, 5.2 per cent of union locals were on strike and between 1952 and 1972 the rate was 4.6 per cent.

Many authorities believe that as the system of bargaining becomes more institutionalized, the frequency of strikes decreases. The latter, however, may be due also to the fact that a higher proportion of locals are made up of unions that traditionally have a lower strike rate, those in service sectors and financial institutions, for example.

Size is the final dimension to be considered (Graph 2). The median strike, involving about 90 workers, has remained relatively constant despite some fluctuations between a low of slightly more than 50 to a high of 140 workers participating in a strike. The cycle appears to be peaking now because a larger number of workers than normally would be expected are participating in strikes. At present, not even a tentative explantion can be offered for variations in the size of strikes.

Time lost has been gradually increasing and appears due mainly to the increasing length of strikes rather than to the greater numbers of strikes or to the increased size of strikes, both of which have remained relatively constant.

In the past few years, however, both frequency and size have been abnormally high, accounting for the unusually high time-loss rate during the past eight or nine years. Since duration is the only dimension that is constantly increasing over time it would appear that a particular explanation is required for this dimension and efforts should be aimed at finding one. In addition, peaks and troughs in frequency, size and duration are not always coincident, as is evident from (Graph 2). Their coincidence at present however may be due largely to the current economic instability. In short, policy-makers must bear in mind that strike activity follows a cyclical pattern closely paralleling the business cycle, but that there appears to be a constant increase in duration of strikes, and this will have to be singled out for particular attention and explanation.

Canada ranks second among the 17 countries used in a comparison for time lost, but ranks first in the number of days lost per worker, eighth in strikes per thousand workers, and tenth in the number of workers per strike (see Table 2). In Italy, strikes tend to be much shorter but occur more frequently. The same pattern exists in Australia. There are considerable risks involved in comparing duration, frequency and

Although Canada has a fairly high standard of living, it maintains a relatively high rate of unemployment

size of strikes across nations because of problems associated with the data, including variations in methods of data collection, in bargaining systems, and in choosing a standardizing base.

Some of the factors that might account for the difference among countries include: the state of the economy, level of bargaining, degree to which no-strike laws are strongly enforced, the structure of the labour force, presence of strong labour parties, and the degree to which workers' councils are utilized.

Although, Canada has a fairly high standard of living, it maintains a relatively high rate of unemployment—a rate considerably higher than that of Japan, Norway, Sweden, and several other countries. Secondly, no-strike clauses and no-strike pacts have more binding effect in many European countries than in Canada or the U.S. Thirdly, in many countries, bargaining occurs at the industry or multi-industry level, making strikes against individual employers all but superfluous, a general protest—in which case a day or two is sufficient. Fourthly, practically all countries—with the exception of Japan, Spain, Canada and the U.S.—have strong pro-labour parties either in power or as a significant minority party. Finally, countries such as Norway, Sweden and West Germany have been most successful at implementing some form of worker participation in decision-making, and a number of other countries are experimenting with similar forms of industrial democracy.

Table 1

Time lost to industrial disputes as a percentage[a] of estimated total working time for selected countries 1964-1973*

Country	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973
Italy[b]	0.27	0.15	0.31	0.18	0.20	0.81	0.45	0.32	0.42	0.51
Canada[b]	0.10	0.14	0.29	0.22	0.27	0.40	0.33	0.14	0.37	0.26
U.S.A.	0.13	0.13	0.14	0.23	0.26	0.22	0.34	0.24	0.13	0.13
U.K.	0.04	0.05	0.04	0.04	0.08	0.11	0.18	0.23	0.40	0.12
Finland	0.01	0	0.02	0.06	0.05	0.03	0.04	0.51	0.09	0.46
Australia	0.08	0.07	0.06	0.06	0.09	0.15	0.18	0.23	0.15	0.09
Denmark	0	0.05	0	0	0.01	0.01	0.02	0	0	0.80
Israel	0.05	0.09	0.07	0.03	0.03	0.04	0.17	0.07	0.09	0.14
France	0.05	0.02	0.05	0.09	-	0.04	0.03	0.09	0.07	0.07
Belgium[b]	0.05	0.01	0.06	0.02	0.04	0.02	0.15	0.13	0.04	0.09
New Zealand	0.02	0.01	0.04	0.06	0.05	0.05	0.10	0.06	0.05	0.10
Japan[b]	0.03	0.05	0.02	0.02	0.02	0.03	0.03	0.05	0.04	0.04
Sweden	0	0	0.04	0	0	0.01	0.02	0.09	0	0
Spain	0	0.01	0.01	0	0.01	0.02	0.03	0.03	0.02	0.03
W. Germany	0	0	0	0.01	0	0	0	0.07	0	0.01
Norway[b]	0	0	0	0	0	0.01	0.02	0	0	0
Switzerland	0	0	0	0	0	0	0	0	0	0

(a) Values are rounded to the nearest even 100th.

(b) For these countries the statistics underestimate the time lost relative to the other countries as workers who were not party to the dispute but who were thrown out of work *within* the establishment directly affected by the work stoppage were not reported and therefore not included in the calculations.

* Derived from *International Labour Organization Yearbook 1974*, International Labour Office, Geneva.

Table 2

Average time lost, duration, frequency and size of industrial disputes for selected countries 1964-73*

Country	% Time Lost		Days Lost per Worker		Disputes per 1,000 Workers		No. Workers Involved	
	$\bar{x}$	Rank	$\bar{x}$	Rank	$\bar{x}$	Rank	$\bar{x}$	Rank
Italy	0.36	1	4.3	10	20.0	2	1,075	1
Canada	0.25	2	17.0	1	7.3	8	485	10
U.S.A.	0.20	3	15.4	2	6.4	10	480	11
U.K.	0.14	4	4.5	8	7.0	9	675	4
Finland	0.13	5	5.6	7	10.0	7	505	7
Australia	0.12	6	4.4	9	15.0	5	490	9
Denmark	0.09	7	1.9	16	37.0	1	445	12
Israel	0.08	8	2.4	15	18.0	4	495	8
France	0.07	9	1.3	18	14.0	6	955	2
Belgium	0.06	10	9.8	5	3.0	13	525	5
New Zealand	0.05	11	2.5	14	19.0	3	275	15
Japan	0.03	12	2.5	13	3.8	12	780	3
Sweden	0.017	13	9.2	6	1.0	14	310	14
Spain	0.016	14	2.8	12	4.0	11	390	13
W. Germany	0.009	15	4.2	11	0.7[a]	15	515[a]	6
Norway	0.005	16	12.4	3	0.6	16	150	16
Switzerland	0.001	17	10.7	4	0.1	17	110	17
Mean	0.1		6.5		10.4		500	

[a] 1964-1969 only - Source: M. Fisher 1973:149.

Derived from *International Labour Organization Yearbook* 1974, International Labour Office, Geneva. lg

Labour organizations in Canada

At the beginning of 1975, union membership in Canada totalled 2,875,464 compared with 2,726,144 in 1974, an increase of 5.5 per cent, according to *Labour Organizations in Canada*, an annual Labour Canada publication.

In the past 10 years union membership has increased by 65.6 per cent compared with the 25.3 per cent increase in the previous decade, 1957 to 1966.

In 1975, union membership in Canada represented 29.7 per cent of the labour force and 36.8 per cent of non-agricultural paid workers, compared with the marginally-lower 1974 figures of 29.4 per cent and 35.7 per cent, respectively.

Seventy-one per cent of all union members in Canada, representing a membership of 2,043,484, belonged to Canadian Labour Congress — affiliated unions. Members in unaffiliated national unions have increased their share of total membership in Canada from 4.8 per cent in 1966, to 16.4 per cent in 1975.

The extension of collective bargaining rights to government employees, teachers, nurses and some groups of professionals has been the main contributing factor in the increased number of members in national unions.

There are now 37 unions with more than 20,000 members, representing 70 per cent of the membership of national and international unions. In 1966, 21 unions represented 55 per cent of the membership.

A comparison of 1966 and 1975 figures shows the number of small unions remains relatively high. In 1966 there were 116 national and international unions with less than 10,000 members comprising 20 per cent of the membership, compared with 120 unions in 1975, representing 14 per cent of the membership.

Only two national unions in 1966 were represented in the 10 largest unions: the Canadian Union of Public Employees (CLC) and the Canadian Brotherhood of Railway, Transport and General Workers (CLC). In 1975 there were four: Canadian Union of Public Employees (CLC), Public Service Alliance of Canada (CLC), Centrale de l'enseignement du Québec (Ind.), and Fédération des affaires sociales (CNTU). In 1975 the Canadian Union of Public Employees replaced the United Steelworkers of America as the largest union in Canada (see accompanying list of unions with 50,000 or more members).

More information is available in the recently-published edition of *Labour Organizations in Canada 1974-1975.*

Union Membership by Congress Affiliation, 1975

Congress Affiliation	Membership	
	Number	Per Cent
Canadian Labour Congress	2,043,484	71.1
AFL-CIO/CLC	1,239,971	43.1
CLC only	803,513	28.0
CNTU	173,610	6.0
CSD	40,275	1.4
CCU	20,358	0.7
AFL-CIO only	626	*
Unaffiliated International Unions	84,963	3.0
Unaffiliated National Unions	471,909	16.4
Independent Local Organizations	40,239	1.4
TOTAL	2,875,464	100.0

*Less than 0.1 per cent.

Unions with 50,000 or more members, 1975

	1975 Membership	Relative Position in 1974
1. Canadian Union of Public Employees (CLC)	198,872	(2)
2. United Steelworkers of America (AFL-CIO/CLC)	186,996	(1)
3. Public Service Alliance of Canada (CLC)	135,998	(3)
4. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC)	117,486	(4)
5. United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)	89,010	(6)
6. Québec Teachers' Corporation (Ind.)	84,905	(5)
7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	75,638	(7)
8. International Brotherhood of Electrical Workers (AFL-CIO/CLC)	63,463	(8)
9. Social Affairs Federation (CNTU)	61,130	(11)
10. International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	57,209	(13)
11. International Woodworkers of America (AFL-CIO/CLC)	56,741	(10)
12. Canadian Paperworkers Union (CLC)	56,000	(**)
13. Civil Service Association of Ontario, The	55,448	(*)
14. Canadian Food and Allied Workers, District 15 Council (AFL-CIO/CLC)	50,000	(14)

*Fewer than 50,000 members in 1974.

**Separate Canadian union formed in 1974, membership formerly in United Paperworkers International Union (AFL-CIO/CLC). lg

Labour legislation in Canada, 1975

Part 1A: labour relations—general

by William H. Langford

In Ontario, comprehensive amendments to the Labour Relations Act receiving royal assent July 18, included the following:

William H. Langford is an officer in Labour Canada's Legislative Research Division.

Interpretation of "employee"

The term "employee" is defined to include "dependent contractor" — which means a person, whether or not employed under a contract of employment, and whether or not furnishing his own tools, vehicles, equipment, machinery, material, or any other thing — who performs work or services for another person for compensation or reward on such terms and conditions that he is in a position of economic dependence upon, and under an obligation to perform duties for, that other person. Such a relationship would more closely resemble that of an employee rather than that of an independent contractor.

As in the original Act, two or more associated or related businesses may be treated as one employer. The provision is expanded to include instances where two or more businesses do not operate simultaneously, and also to permit direct applications to the Ontario Labour Relations Board.

A new provision places the responsibility upon the employer to make all material facts known to the Board in a hearing to determine whether associated or related companies should be considered, for certification as one employer.

Board to determine appropriateness of units

The Board may certify a trade union as bargaining agent for a bargaining unit where the final composition of the bargaining unit is still to be resolved. In the interim, the trade union is entitled to certification.

Representation vote

The membership requirement for certification is changed from 65 per cent to 55 per cent and the requirement for a vote is changed from 35 per cent to 45 per cent.

Certification where Act contravened

Certification without a vote is now permitted where an employer's contravention of the Act makes it unlikely that the true wishes of the employees can be ascertained.

Unions not to be certified

The amendment adds age and sex to the list of prohibitions against discrimination, which include prohibition of employers participating in the formation, administration, financial or other support of a trade union, and on the grounds of race, creed, colour, nationality, ancestry or place of origin.

Appointment of special officer

Where, at any time during the operation of a collective agreement the provincial labour minister considers that it will promote more harmonious relations between the parties, he may appoint a special officer knowledgeable in industrial relations to confer with and assist the parties in respect of their current relationships and anticipated bargaining problems.

Duties of special officer

The special officer confers with the parties and reports to the labour minister within 30 days of the special officer's appointment. The appointment terminates in 30 days unless extended by the labour minister.

Disputes advisory committee

The labour minister may appoint a Disputes Advisory Committee, composed of one or more representatives of employers and one or more representatives of employees, that may be convened at his request to confer with, advise and assist the bargaining parties.

Voluntary arbitration

The parties may refer matters remaining in dispute between them to an arbitration board for final and binding determination.

Craft units

As before, provision is made for a separate bargaining unit for an employee group exercising a distinguishable skill or craft including persons who according to established trade union practice are commonly associated in their work and bargaining with such group. Employees included in a bargaining unit represented by another bargaining agent at the time the application is made are excluded.

Dependent contractors

Provision is made for bargaining units consisting solely of dependent contractors. But the Board may include dependent contractors in a bargaining unit with other employees if the Board is satisfied that a majority of such dependent contractors wish to be included in such a bargaining unit.

Powers of arbitrator or board of arbitration

Agreement to arbitrate supersedes all other dispute settlement provisions of the Act, including those relating to conciliation, mediation, strike and lockout, and including those provisions related to proceedings before the arbitrator or board of arbitration.

Ratification vote

The minister may, during a strike or lockout, decide that it is in the public interest to direct that a vote of employees in the bargaining unit be held forthwith to accept or reject the employer's last offer.

Recognition provision

The Act requires collective agreements to include recognition of exclusive bargaining rights of a trade union and an accredited employer's organization that are parties to an agreement. The amendment deems these provisions to be included in the agreements; it is therefore no longer necessary for the Board to add such provision upon application.

Deduction and remittance of union dues

Except in the construction industry, at the request of the trade union that is the bargaining agent, there must be included in the collective agreement a requirement for the voluntary deduction and remittance by the employer of regular union dues payable by employees in the bargaining unit who give written request.

Arbitration — extension of time

Where applicable in a collective agreement, an arbitrator or arbitration board may extend the time for taking any step in the grievance procedure.

Union security

The previous 65 per cent requirement is reduced to 55 per cent in line with the corresponding change in the certification provisions.

Collective agreements

The prohibition against discrimination is extended to include age and sex, complementary to the certification provision.

Extension of term

The provision in the Act to extend the provisions of a collective agreement while bargaining for its renewal is modified by providing for termination of such extension by either party upon 30 days notice to the other.

Termination of bargaining rights

The percentage of employees in a bargaining unit who must signify their desire to have a trade union's bargaining rights terminated by the Board in order that the Board conduct a vote is reduced from 50 to 45 per cent.

Successor rights

Included in the change of ownership provisions is the renewal, with or without modifications, of the agreement then in operation.

Duty of respondents

The employer must make known to the Board all material facts when a trade union alleges that the sale of a business has occurred.

Duty of fair referral, etc. by trade unions

A trade union must not act in a manner that is arbitrary, discriminatory or in bad faith where, pursuant to a collective agreement, it is engaged in the selection, referral, assignment, designation or scheduling of persons to employment.

No agreement

Reference to Act provisions relating to the time of release of documents clarifies the strike/lockout delay provisions where no collective agreement is in operation.

No employee shall strike and no employer shall lock out an employee until the labour minister has appointed a conciliation officer or a mediator and:

- seven days have elapsed after the day the Minister has released or is deemed to have released to the parties the report of a conciliation board or mediator; or
- fourteen days have elapsed after the Minister has released or is deemed to have released to the parties, a notice that he does not consider it advisable to appoint a conciliation board.

Working conditions not to be altered

Where a trade union has applied for certification and notice from the Board has been received by the employer, the employer shall not, except with the consent of the trade union, alter the rates of wages or any other term or condition of employment or any right, privilege or duty, of the employer or the employees until:

- the trade union has given notice of its desire to bargain, in which case the previous provisions apply (seven days after release of conciliation board or mediator report, or fourteen days after Minister's notice that conciliation board will not be appointed); or
- the application is dismissed or terminated by the Board, or withdrawn by the trade union.

Complaint that financial statement inadequate

The Board may inquire into a complaint and order the trade union to prepare another audited financial statement in appropriate form, and may require certification of the rectified statement by a public accountant.

Annual filing of statement

Detailed audited financial reports of trustees of trade union pension and welfare funds must be filed annually with the Minister. Trade union members may obtain copies of the statements from the administrators of the funds upon request and without charge.

Enforcement

Where a complaint alleges a contravention of the Act, inquiries previously conducted by a "field" officer are now made by a "labour relations" officer. Similarly, the duties and reports required now devolve upon the labour relations officer.

Remedy for discrimination

Where the Board is satisfied that the Act has been contravened it determines what, if anything, the parties must do or refrain from doing with respect to the complaint, including any one or more of:

- an order directing the employer, employer's organization, trade union, council of trade unions, employee or other person to cease doing the act or acts complained of;
- an order directing the employer, employer's organization, trade union, council of trade unions, employee or other person to rectify the act or acts complained of; or
- an order to reinstate in employment or hire the person or employee concerned, with or without compensation in lieu of hiring or reinstatement for loss of earnings or other employment benefits in an amount that may be assessed by the Board against employer, employer's organization, trade union, council of trade unions, employee or other person, jointly or severally.

Burden of proof

On an inquiry by the Board into a complaint that a person has been

refused employment, discharged, discriminated against, threatened, coerced, intimidated or otherwise dealt with contrary to the Act as to his employment, opportunity for, or conditions of employment, the burden of proof that any person, employer or employer's organization did not act contrary to the Act lies upon the person, employer or employer's organization.

Declaration and direction of board (unlawful strike/lockout)

As before, the Board is authorized to declare a strike or lockout unlawful; it may now also direct what action shall be taken or not taken by those involved.

The grounds for the declaration now include the threat, counsel, procurement, support or encouragement of strike or lockout by either party.

Enforcement

The direction is filed with the registrar of the Supreme Court and entered in the same way as a judgement or order of that court.

When chairman or vice-chairman may sit alone

A new provision permits the chairman or his alternate, or another vice-chairman to sit alone to hear and determine matters related to:

- fair representation;
- fair referral to work;
- unlawful strikes;
- unlawful lockouts; or
- unlawful construction industry strikes and lockouts, and to exercise all the powers and duties of the full Board.

Testimony in civil suits, etc.

The Board and its staff are still protected from giving testimony in civil suits; the protection is now extended to include proceedings before the Board or any other tribunal, the information obtained "within the scope of their employment" (as well as while "discharging their duties," as before).

The Board may give its consent to waive such protection.

Construction industry

The definition of "sector" is amended to remove the reference to "tunnels" since tunnels are not exclusively constructed by employers operating in the sewers and watermains sector of the construction industry.

Referral of grievances to Board

Either party to a collective agreement may refer a grievance concerning the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable, to the Board for final and binding determination.

Hearing

The referral of a grievance to the Board may be made in writing in the prescribed form by the grievor at anytime after delivery of the written grievance to the other party, and the Board sets the date for a hearing, which is held within fourteen days after receipt of the referral. The Board may appoint a labour relations officer to confer with the parties and endeavour to effect a settlement before the hearing.

Jurisdiction of Board

The Board has exclusive jurisdiction to hear and determine the difference or allegation referred to it, including any question as to whether the matter is arbitrable.

Expense

Expense of the proceedings, in the amount fixed by the regulations to be jointly paid by the parties to the Board for payment into the Consolidated Revenue Fund.

Employer's organization not to be accredited

Age and sex discrimination are added to the reasons for which the Board is not to accredit an employer's organization. The other reasons are: trade union or trade union council participation in the formation or administration, financial or other support, of the organization; and discrimination on the grounds of race, creed, colour, nationality, ancestry or place of origin. lg

Books

The Politics of Labour

by T. Philips Thompson
University of Toronto Press
1975 paperback, $5.95

It is perhaps appropriate that 75 years after Thompson began working as the Toronto correspondent for the *Labour Gazette* that one should review the reissue of his major work *The Politics of Labour* (1887). Clearly it is difficult to evaluate any book that was written before the vast disruptive changes of the 20th century. The book is also depressing in that the problems, which Thompson feels are so solvable with proper commitment and organization, still plague us today. For example, this 19th century socialist cries out:

on housing:
"In all great cities rents are enormously high..." (p. 75) "Land ought not to be a commodity, because like air and water it is necessary to human existence; and all men have by birthright equal rights to its use." (p. 40) The Toronto electorate in the recent Ontario provincial election echoed their affirmation of a similar position.

on corporate monopolies:
"The real government of our 19th century civilization is not the parliamentary or administrative bodies in the name of which laws are promulgated. It is the industrial and business and social organization which governs by its iron laws that need no popular assent,..." (p. 93).

"Political freedom cannot long co-exist with industrial serfdom." (p. 7) Clearly, given the growing strength of multinational corporate monoplies, such comments take on added meaning.

on capitalism:
"Labour should not be a commodity, because it is human life." (p. 40) "Competition implies a continual warfare, which, like all warfare, results in a drain and a tax on productive industry...Most of their work (capitalists) is utterly wasted and unprofitable energy. They are laboring to undo the work of others..." (p. 59).

on strikes:
"If, instead of wasting money upon strikes, which drain the resources of labour unions, the amounts were carefully laid by until an opportunity to start a few men in some co-operative enterprise...the benefits achieved would be infinitely greater." (p. 131) These are well chosen thoughts that have been followed in Israel with interesting results.

on white-collar unionization:
"...there is no class which stands more in need of the temporary benefits of organization and has more to gain by the permanent and thorough reformation of the industrial system than the intellectual proletariat." (p. 183) On this matter, white-collar employees today, increasingly see themselves as being as much hired workers as seeing themselves as professionals.

on solutions to the problems of contemporary society:
As a representative socialist of the revisionist evolutionary school, Thompson does not believe in revolution. Rather he suggests "In evolution, not in revolution, lies the solution of the problem. No sudden spasmodic change, even could it be accomplished peaceably, could possibly bring those attitudes for the fulfilment of the duties and responsibilities of a more perfect social state..." (p. 81) He believes in the slow but steady shift of public opinion away from individualism and competition toward collectivism and co-operation. As such, the increasing unity of labour in industrial unions and the renewed state involvement in the economy and other public realms, will mean the end of capitalism and its economic irresponsibility, of cyclical unemployment and inflation. Indeed he states: "The rule of King Capital has already begun to pass by evolution from an absolute to a limited monarchy." (p. 133) His optimism about inevitable progress and that most crime and delinquency are caused by poverty reflects the mood of early socialists — theirs was a vision of a conflictless futuristic "new society." Such visions, however, are illusive goals and are as likely to usher in a harsh "Brave New World" as a just society.

— Alan Whitehorn

Alan Whitehorn is a research associate and part-time sessional lecturer in the department of political science, at Carleton University, Ottawa.

The Story of Unions in Canada

by Jack Williams
Toronto, Dent, 1975, 252 pp.

Jack Williams, a former director of public relations for the Canadian Labour Congress, and for one of its two predecessors, the Canadian Congress of Labour, has written a labour history that few other Canadians could write. He was part of many of the major developments he describes, and it was his task to interpret them to the Canadian news media and to the Canadian public.

Williams covers labour's history from its earliest beginnings in Canada to the 1970s. His early chapters, while written mostly from secondary sources, are factual and informative, but he is at his best when he describes the history he knew first-hand. Here is an insider's view of the struggles between the Communist Party of Canada and its opponents in the labour movement who fought so hard against it during the 1940s. Here, too, is an authoritative version of the founding of the New Democratic Party, and labour's involvement in it, and also of the merger of the CCL and the Trades and Labour Congress of Canada that created the CLC.

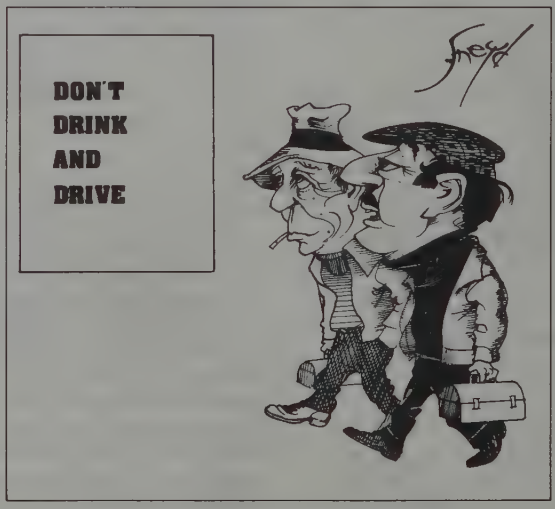
His prose is clear, simple and easy to read, because he defines his terms well and describes the multiplicity of labour organizations —so baffling to outsiders—very well indeed. Despite Williams' own keen involvement in labour and his dedication to the movement, this is no whitewash job: "History gives a good deal of support to those who suggest there are times when unionists spend as much time fighting among themselves as they do with management," he writes. And, again: "By the mid-1970s the labour movement was still struggling with some of the basic difficulties that confronted its pioneers."

Critics will complain that Williams does not devote enough attention to the contemporary issue of Canadian autonomy in the union movement which, he observes, was also an issue as far back as the 1850s. They will also point out that he devotes little space to the Confederation of National Trade Unions. Nevertheless this is an excellent history of Canadian labour, which tells it as it was and is, not as many naive observers of the movement wish it had been.

With labour histories by those actually involved in the labour movement appearing so infrequently, Williams' contribution will undoubtedly be compared with Morden Lazarus' *Years of Hard Labour*, published in 1974 by the Ontario Federation of Labour [reviewed in LG, October 1975, p. 730]. The two are complementary. *Years of Hard Labour* is a series of short reports, written somewhat like news stories, on major events and personalities in Canadian labour history. *The Story of Unions in Canada* provides more background and "inside" information on many of the events presented in *Years of Hard Labour*.

— Roy LaBerge

Roy LaBerge teaches social science at Algonquin College, Ottawa. Formerly a journalist and editor of Canadian Labour, *he is a frequent contributor of articles and book reviews to* The Labour Gazette.



"These days, who can afford to do both?"

forum

FORUM invites readers to freely express their opinions on topics of concern to the working population.

Letters must be signed and length should not exceed 600 words.

P.E.I. teachers permitted to bargain collectively

A serious error which adversely reflects on both the P.E.I. Department of Education and the teachers of this province appeared in an article entitled "Collective Bargaining Trends in Education" printed in the October, 1975, issue of *The Labour Gazette.*

Referring to a Task Force Study by Professor J.D. Muir, the article claimed that in Prince Edward Island, teachers are specifically excluded from that province's Labor Code and are not permitted to strike or bargain collectively.

Further research by Professor Muir would have shown that the P.E.I. School Act was altered four years ago to provide for collective bargaining rights for teachers. The relevant provisions of the regulations to this Act were drawn up by a joint committee of the P.E.I. Teachers' Federation, government representatives and school trustees, and contain provisions for recognition of a teacher representative and procedures for negotiations, dispute settlements, etc.

By mutual agreement, the parties decided to use a special form of binding arbitration based on fair comparison for resolving disputes. The teachers may choose arbitration for resolving outstanding differences.

The arbitrator in turn is required to base his decision on incomes received by teachers in the surrounding maritime provinces among other factors including economic capability differences among the provinces.

The government is thus committed to pay on a basis of fair comparison and the employees accept this as a reasonable limitation. During the past four years agreements have been reached in negotiations with the Prince Edward Island Teachers' Federation without resort to either conciliation or arbitration supported by an overwhelming ratification vote by the teachers.

I trust the above information will clarify the situation with respect to collective bargaining for the teachers of P.E.I.

W. Bennett Campbell
Minister of Education
Prince Edward Island

Criticism of public service wages policy

While the federal government is trying to obtain general acceptance of its anti-inflation program, it is paying little attention to the program's effect on its own employees. The intentions of Treasury Board, which conducts contract negotiations for the government, are clear. The board has served notice to the various public service unions, such as the Public Service Alliance of Canada and the Professional Institute of the Public Service, that all contract negotiations will be carried out to the letter of the law.

In essence, the wage controls reflect the government's attitude towards collective bargaining.

J. Peter Connell, former deputy secretary of Treasury Board in charge of personnel, recently revealed that pay increases in the public service have consistently lagged behind salary levels in the private sector.

Wage settlements in the public sector since 1969 have been consistently 2 per cent less than in the private sector. From 1967 — when collective bargaining was introduced in the federal public service — to the end of 1974, cumulative wage increases have been 77.8 per cent. However, according to Labour Canada, cumulative wage increases in contracts covering 500 or more employees in both public and private sectors in the same time period were 99.2 per cent. If public sector wage settlements were not included, this cumulative figure would climb by at least 5 per cent.

According to Treasury Board's own statistics, base wage increases in big industrial contracts in 1968 were 8 per cent, compared with an average 7.1 per cent in the federal public service. In 1969, the private sector averaged 8 per cent, while public servants got 5.9 per cent. In 1970, non-government workers got 7.6 per cent, federal employees only 6.4 per cent. In 1971, private sector workers were awarded 8.7 per cent while federal public servants got 5.8 per cent.

In 1972, settlements again were higher for private sector workers (7.7 per cent) than for government

employees (5.8 per cent). In 1973, the private sector got 7.7 per cent, compared with 7 per cent awarded the public servants. In 1973, the figures were 13.5 per cent and 12.5 per cent respectively.

Although collective bargaining is operative in the pubic service, little mention is made of the restrictions applying to public servants. Unlike their counterparts in the private sector, federal public servants subject to the Public Service Staff Relations Act cannot bargain on such issues as job classification, promotion, transfers, pension contributions, and benefits, layoffs, and technological changes. Indeed, Section 7 of the Act expressly states: "Nothing in this Act shall be construed to affect the rights or authority of the employer to determine the organization of the Public Service and to assign duties to and classify positions, therein."

Unlike the private sector, the government, under the PSSR Act, can exempt from a bargaining unit employees who work in a "confidential" or managerial position.

In the private sector, it is unthinkable that a union would not have any say in a pension scheme to which its members contribute.

Under the current legislation, the government has the right to determine the manner in which the public service is organized and maintained. In essence, there is nothing to prevent the government from completely disbanding the public service, and contracting out *all* work to the private sector.

A common myth is that the strike weapon is a serious threat. If a public sector union does decide to go on strike, the government can designate employees as being vital to the public interest. Ironically, during the General Labour and Trades Group (GLT) strike last March (LG, Oct. 1975, p. 711), employees tending the Governor-General's greenhouse were classified among those vital to the public interest.

Public sector unions, unlike their counterparts in the private sector, face a very tenuous situation: the government as employer can sacrifice the public service unions by simply declaring their wage demands inflationary. Unions such as the Canadian Union of Public Employees (CUPE) feel that if the government wants to reduce the leverage of the labour movement, then the government must equally reduce the corporate power of the private sector. Failing this, labour feels it could suffer a double disaster: on the one hand being locked into a program of wage restraint, while corporate power increases without government intervention.

Gerard Kreeft
Ottawa

Labour's opposition to guidelines ill-founded

From the cries of rage which the labour unions are directing against the federal income and price guidelines, one might assume that the share of national income going to wages is falling while the share going to profits is rising. But the statistics suggest that the opposite is true.

Wages, salaries and supplementary incomes, including military pay, are already taking a record share of the gross national product, and under the guidelines program they will probably be able to improve their position.

The share of GNP going to corporation profits, before tax, has been declining and the guidelines apparently prevent them from recovering.

What we are watching in fact, is probably the normal operation of the economic cycle. During a boom, profits soar and wages lag. During a recession, profits sag while wages catch up, at least in the short-term.

In 1970, for example, wages and salaries were at 55.6 per cent of GNP and profits at 9 per cent. By 1974, wages and salaries had dropped to 54.7 per cent and profits were up to 13.1 per cent.

But the cycle has already begun to turn. By the second quarter of this year, wages and salaries had increased to 57.3 per cent and profits had dropped to 11.3 per cent. ...

There are difficulties in interpreting the figures, but what seems to be clear is that this year the share of national income going to income earners has risen above the long-term average, while the share going to profits is about average, or below.

Under the federal guidelines, incomes can rise at the same rate as the cost of living, plus 2 per cent for productivity, which is more than will be justified in many cases by the real increase in wealth. Profit margins and dividends, meanwhile, are more or less frozen.

The trend over the past quarter century has been for slow but steady growth in the share of gross national product going to salaries and wages. The federal guidelines seem likely to encourage rather than discourage this redistribution of national income.

The unions, in fact, are fighting the short-term movements of the last couple of years and ignoring the long-term advantages.

Anthony Westell
in *The Toronto Star*

Fifty Years Ago

Fifty years ago, the January issue of *The Labour Gazette* reported that the federal government considered **assistance to the unemployed**, a local responsibility. However, where the "suffering" as the result of unemployment was beyond the control of the municipality, the federal government would co-operate with local and provincial authorities in sharing the cost of unemployment "relief" as it was then called. Requests for this federal unemployment relief had then to be first channelled through municipal and provincial governments.

Also in January 1926, *The Labour Gazette* reported that the federal government's practice of paying its employees only **once a month** was causing hardship in at least one department. In response to the concern expressed by the Dominion Customs and Excise Officers' Association, the Minister of Customs and Excise announced that starting in February, departmental employees — then numbering about 5,000 — would be paid twice a month. The employees' association contended that being paid once a month left them short of cash, forced them to buy on credit and left them unable to take advantage of sales. In 1926, a twice-monthly paycheque was considered by at least some federal public servants as a step towards solving their monetary problems.

In January 1926, an employee **profit-sharing** plan launched by a Montreal biscuit manufacturer was also considered worthy of note in The Labour Gazette. The firm of Christie, Brown and Company opened an Employee Saving and Profit Sharing Fund for its employees on January 1. Employees could deposit 5 per cent of their wages in the fund up to a limit of $104 a year. This limit was fixed, allegedly so that the more highly-paid employees could not get an unfair share of the fund's profits. Employees who joined the fund were told that if they contributed to it for 30 years, they would retire with $14,142 — a considerable sum of money in 1926.

Women's status was also a topic of discussion in January 1926. Women trade unionists in the United States at a Women's Industrial Conference in Washington, presented a petition to President Coolidge opposing an "equal rights" amendment to the American constitution. The trade union women, under the direction of the Women's Bureau of the U.S. Labor Department, said such an amendment would cancel all existing legislation in favour of working women. Their petition said in part: "The American Federation of Labor has repeatedly declared its opposition to the so-called equal rights amendment proposed by the National Women's Party because of its destructiveness to labor standards and to industrial equality of any real sort." In 1926, that was the official view of women trade unionists on equal rights amendments. Times have changed, since 50 years ago.

The same issue of *The Labour Gazette* reported that while women trade unionists in the U.S. were opposing an equal rights amendment to the constitution, the government of Saskatchewan amended the Female Employment Act of that province to extend its **protection to non-white women** then working in the province. Until 1926 women of Chinese, Japanese, and other "oriental" extractions working in Saskatchewan, were not accorded the same protection as were white women. Also in 1926 in Saskatchewan, municipal councils were allowed full discretion in granting or revoking licences for the employment of women. Fifty years ago, women in the working world had a long way to go.

Also in January 1926, an item in *The Labour Gazette* reported that the American Society of Mechanical Engineers named "wasted human manpower and industrial fatigue" as "one of the greatest industrial wastes" to blight North American industry. That society suggested that "there was perhaps no scientific and experimental research that could be undertaken which would be more profitable and far-reaching in its results" — than on **industrial fatigue.** Fifty years ago, wasted manpower and industrial fatigue were considered "industrial wastes". Those were the days before the evils of pollution were associated with the concept of "industrial wastes."

— Kathleen E. Whitehurst

PRICES & EMPLOYMENT

Consumer, October

The Consumer Price Index for Canada (1971 = 100) advanced 0.9 per cent to 142.8 in October from 141.5 in September — high shelter charges were responsible for one half of this increase. The food index increased 0.4 per cent and the index for all-items incuding food, rose 1.1 per cent. Between October 1974 and October 1975, the total CPI advanced 10.6 per cent.

The advance of 0.4 per cent in the food index was mainly because of higher beef and pork prices. Increases in the price of fresh vegetables, coffee, canned salmon and restaurant meals also contributed to the rise in the October food index. Seasonally lower quotations for fresh fruit, and lower prices for sugar, partially offset these rises. Fats and oils products, including margarine, declined in price for the sixth consecutive month. Higher home ownership charges, attributable to an average rise of 13 per cent in annual residential property taxes, were chiefly responsible for the 1.1 per cent increase in the index for all-items excluding food. Increased local transit fares in Montreal, higher water rates in several municipalities and increased charges for dental care, also contributed to this advance. In some provinces, the price of alcoholic beverages for home consumption was higher. In terms of goods and services, the price level of goods advanced 0.3 per cent and services 2.0 per cent.

On a seasonally adjusted basis the all-items CPI advanced 1.1 per cent between September and October. This comprised a 1.4 per cent increase in the food index — substantially higher than its 0.4 per cent rise on the unadjusted basis, and a 1.0 per cent increase for all-items excluding food.

In October, the current annual rate of change in the CPI based on the seasonally adjusted movement since three months earlier was 10.7 per cent, slightly higher than the previous month.

City Consumer, October

Consumer price indexes advanced in all of the 14 regional cities between September and October; housing was the main contributor to these increases. Price movements ranged from an increase of 0.4 per cent in St. John's and Saint John, to 2.3 per cent in Halifax. In other cities the advance was: 0.6 per cent in Quebec City; 0.9 per cent in Montreal; 0.9 per cent in Ottawa; 0.6 per cent in Toronto; 1.3 per cent in Thunder Bay; 0.9 per cent in Winnipeg; 0.8 per cent in Saskatoon; 0.7 per cent in Regina; 1.1 per cent in Edmonton; 1.0 per cent in Calgary; 1.1 per cent in Vancouver. The percentage increase from October 1974 to October 1975 was: 11.2 in St. John's; 11.5 in Halifax; 11.5 in Saint John; 10.3 in Quebec City; 11.2 in Montreal; 10.3 in Ottawa 9.8 in Toronto; 10.5 in Thunder Bay; 11.9 in Winnipeg; 11.3 in Saskatoon; 11.0 in Regina; 11.3 in Edmonton; 11.3 in Calgary; 11.1 in Vancouver.

Employment, October

The seasonally adjusted employment level for the week ended October 18, was 9,373,000, a decrease of 22,000 from September, Statistics Canada reported. The level for those 14 to 24 decreased by 17,000, and for women 25 years and over, by 6,000. The decline in the level of unemployment was concentrated among part-time workers.

Without seasonal adjustment the labour force was estimated at 9,982,000 in October. The level of employment was 9,406,000, and the level of unemployment was 576,000.

The seasonally adjusted level of unemployment decreased by 7,000 to 725,000 in October. Unemployment declined among those 25 and over, but increased among those 14 to 24.

At 7.2 per cent, the unemployment rate, seasonally adjusted, was the same as in September. The rate increased by 0.4 per cent among those 14 to 24 and decreased by 0.3 per cent among people 25 and over. In October the unemployment rate was 12.9 per cent for the 14 to 24 age group and 4.9 per cent for those 25 and over.

On a provincial basis, the unemployment rate decreased by 1.0 per cent to 8.6 per cent in British Columbia and by 0.2 per cent to 9.1 per cent in Quebec. It advanced 2.2 per cent to 12.6 per cent in New Brunswick; 1.6 per cent to 3.5 per cent in Saskatchewan; 0.8 per cent to 19.6 per cent in Newfoundland; 0.5 per cent to 4.0 per cent in Manitoba; and by 0.4 per cent to 8.5 per cent in Nova Scotia. The unemployment rate was unchanged in Ontario at 5.8 per cent, and in Alberta, at 3.4 per cent.

Employment, November

The seasonally adjusted employment level in November was estimated at 9,388,000, an increase of 15,000 from October, Statistics Canada reported. There was an increase of 31,000 in the number of persons 25 and over, but a decrease of

18,000 in the 14-24 age group. Full-time employment increased by 29,000 and part-time employment decreased by 17,000.

Without seasonal adjustment the labour force was estimated at 9,972,000 in November, with 9,332,000 employed and 640,000 unemployed — an unemployment rate of 6.4 per cent. In October the work force was 9,982,000 with 9,406,000 employed and 576,000 unemployed — an unemployment rate of 5.8 per cent. In November 1974, the work force was 9,682,000 with 9,189,000 employed and 493,00 unemployed — an unemployment rate of 5.1 per cent.

The seasonally adjusted unemployment rate for Canada was 7.3 per cent in November, 7.2 per cent in October and 5.5 per cent in November, 1974.

On a provincial basis the unemployment rate, seasonally adjusted, increased to 13.5 per cent from 12.6 per cent in New Brunswick; to 9.2 per cent from 9.1 per cent in Quebec; to 6.0 per cent from 5.8 per cent in Ontario; and to 4.0 per cent from 3.5 per cent in Saskatchewan. It decreased to 18.1 per cent from 19.6 per cent in Newfoundland; to 8.4 per cent from 8.5 per cent in Nova Scotia; to 3.7 per cent from 4.0 per cent in Manitoba; to 2.9 per cent from 3.4 per cent in Alberta; and to 8.1 per cent from 8.6 per cent in British Columbia. Because of the small sample size in Prince Edward Island, Statistics Canada stated, estimates of unemployment are subject to wide error and are not published.

The adjusted unemployment level increased by 9,000 from October to 734,000 in November. It declined by 4,000 for persons 25 and over but increased 12,000 for those aged 14 to 24.

Consumer, November

The Consumer Price Index for Canada (1971 = 100) rose 0.9 per cent to 144.1 in November from 142.8 in October and was 10.4 per cent higher than in November 1974. The latest advance was mainly because of higher charges for housing and transportation, each of which accounted for one third of the overall increase. The food index increased 0.6 per cent and the index for all-items excluding food rose 1.0 per cent.

On a seasonally adjusted basis, the all-items CPI rose 0.9 per cent between October and November. This included a 0.8 per cent advance in the food index and a 1.0 per cent increase for all-items excluding food.

In November, the current annual rate of change in the CPI based on the seasonally adjusted movement since three months earlier, was 11.0 per cent, slightly higher than the previous month. The rise in the food index, 0.6 per cent, reflected higher prices for fresh vegetables, salmon, coffee and restaurant meals. Beef prices advanced 0.8 per cent and poultry 2.4 per cent while pork quotations on average, declined nearly 5 per cent after increasing steadily for six months. Fats and oil products continued to decline, reaching a level almost 2 per cent lower than in the same period a year ago. Sugar prices declined to a level nearly 47 per cent below that of November 1974.

Higher shelter costs for both owned and rented accommodation and higher prices in the transportation component, were responsible for most of the 1 per cent increase in the all-items index excluding food. Higher prices for fuel oil and gasoline in Ontario also contributed to this latest advance. Partially offsetting these increases were seasonally lower fares for both air and rail travel.

An increase of 1.9 per cent in the transportation component reflected higher prices for new cars which, on average, after adjustment for quality changes, were 3.4 per cent above the year-end model prices.

In terms of goods and services, the price level of goods increased 0.9 per cent between October and November, while prices for services rose 0.6 per cent in the same period.

City consumer, November

With the exception of Vancouver, where no overall change was recorded, consumer price indexes advanced in all regional cities between October and November. Food indexes rose in 12 cities, mainly because of higher prices for fresh vegetables, coffee, and restaurant meals. Other important contributors to the all-items advances included increased shelter charges for both owned and rented accommodation, higher new car prices and automobile repair labour rates, and in Ontario — increased gasoline and fuel oil prices.

Price movements ranged from an increase of 0.6 per cent in Québec City to 1.6 per cent in Winnipeg. In other cities the advance was: 0.7 per cent in St. John's; 0.7 per cent in Halifax; 0.7 per cent in Saint John; 0.9 per cent in Montreal; 0.9 per cent in Ottawa; 1.1 per cent in Toronto; 1.2 per cent in Thunder Bay; 1.2 per cent in Saskatoon; 1.2 per cent in Regina; 0.7 per cent in Edmonton and 0.9 per cent in Calgary. The increase from November 1974 to November 1975 was: 10.7 per cent in St. John's; 11.3 per cent in Halifax; 11.3 per cent in Saint John; 9.8 per cent in Québec City; 10.9 per cent in Montréal; 10.1 per cent in Ottawa; 9.8 per cent in Toronto; 10.9 per cent in Thunder Bay; 12.0 per cent in Winnipeg; 11.4 per cent in Saskatoon; 11.0 per cent in Regina; 10.7 per cent in Edmonton; 10.9 per cent in Calgary and 10.0 per cent in Vancouver.

Additions to the Library

LIST NO. 320

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly — if there is no local library — by writing to The Chief Librarian, Labour Canada, Ottawa, Ontario K1A 0J2, indicating the publication numeral and the month.

ACCIDENT PREVENTION

1. Canada. Department of Labour. Economics and Research Branch. Safety enforcement policies and practices in Canada. Ottawa, 1975. 102p. Titre en français: Politiques et pratiques relatives à l'exécution des mesures de sécurité au Canada.

ACCIDENTS

2. Canada. Treasury Board. Personnel Policy Branch. A guide to accident investigation for supervisors and managers, Public Service of Canada. Ottawa, Information Canada, 1975. 19, 21p. Titre en français: Guide des enquêtes sur les accidents...

COLLECTIVE BARGAINING

3. Bunker, Charles S. Collective bargaining: non-profit sector. Columbus, Ohio, Grid, 1973. 271p.

4. Garbarino, Joseph William. Faculty bargaining; change and conflict. A report prepared for the Carnegie Commission on Higher Education and the Ford Foundation, by Joseph W. Garbarino, in association with Bill Aussieker. New York, McGraw-Hill, 1975. 278p.

CORPORATIONS

5. Conference Board. Canadian Office. Corporate planning in Canada: an overview, by G.T. Caldwell. Ottawa, 1975. 86p.

DISCRIMINATION IN EMPLOYMENT

6. Berwitz, Clement J. The job analysis approach to affirmative action. New York, Wiley, 1975. 327p.

ECONOMIC POLICY

7. Archer, Maurice. Canada's economic problems and policies. Toronto, Macmillan of Canada, 1975. 211p.

8. Conference Board. Answers to inflation and recession: economic policies for a modern society; a colloquium held April 8-9, 1975... Washington, D.C. Edited by Albert T. Sommers. New York, 1975. 154p.

9. Conference Board. The Free Society and planning: a conversation on the future of the mixed economy; transcript of a Conference Board meeting held at the Waldorf-Astoria, New York City, March 6, 1975. Edited by Albert T. Sommers. New York, 1975. 36p.

10. Friedman, Milton. There's no such thing as a free lunch. LaSalle, Ill., Open Court, 1975. 318p.

ECONOMICS

11. Lhomme, Jean. Pour une sociologie de la connaissance économique. Paris, Flammarion, 1974. 279p.

EMPLOYEE OWNERSHIP

12. Copeman, George Henry. Employee share ownership and industrial stability. London, Institute of Personnel Management, 1975. 204p.

EMPLOYEES — DISMISSAL

13. Jackson, Dudley. Unfair dismissal; how and why the law works. Cambridge, Eng., Cambridge University Press, 1975. 92p.

EMPLOYEES' BENEFIT PLANS

14. Ontario. Task Force on Employee Benefits under Part X of the Employment Standards Act. Report of the Task Force on Employee Benefits under Part X of the Employment Standards Act. (Formerly the Task Force on Section 4(1)(g) of the Ontario Human Rights Code.) Toronto, Ontario Ministry of Labour, 1975. 169p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

15. Macbeath, Innis. Power sharing in industry; a practical guide to employee participation in company operations. Foreword by Adrian Cadbury. Epping, Eng., Gower Press, 1975. 180p.

EMPLOYMENT MANAGEMENT

16. Kumar, Pradeep. Personnel management in Canada; a manpower profile. Kingston, Ont., Industrial Relations Centre, Queen's University, 1975. 28p.

EQUAL PAY FOR EQUAL WORK

17. International Labour Office. Equal remuneration; summary of

reports on unratified conventions and on recommendations (Article 19 of the constitution. Third item on the agenda). Geneva, 1975. 61p.

18. International Labour Office. Committee of Experts on the Application of Conventions and Recommendations. General survey of the reports relating to the Equal remuneration convention (no. 100) and recommendation (no. 90), 1951; report... Geneva, 1975. 86p. Titre en français: Etude d'ensemble des rapports concernant la convention (no. 100) et la recommandation (no. 90) sur l'égalité de rémunération, 1951; rapport...

GRIEVANCE PROCEDURES

19. U.S. Bureau of Labor Statistics. Grievance and arbitration procedures in state and local agreements. Washington, G.P.O., 1975. 59p.

HOURS OF LABOUR

20. Evans, Archibald A. Hours of work in industrialized countries. Geneva, International Labour Office, 1975. 164p.

21. Fleuter, Douglas L. The workweek revolution: a guide to the changing workweek. Reading, Mass., Addison-Wesley, 1975. 167p.

INDUSTRIAL DISPUTES

22. Dumas, Evelyn. The bitter thirties in Quebec, by Evelyn Dumas; translated from the French by Arnold Bennett. Montreal, Black Rose Books, 1975. 151p.

23. Renshaw, Patrick. The General Strike. London, Eyre Methuen, 1975. 301p.

INDUSTRIAL HEALTH

24. Conference Board. Health-care issues for industry. Proceedings of a conference sponsored by the Conference Board in cooperation with Alcoa Foundation, the Commonwealth Fund, and the Rockefeller Brothers Fund. Edited by Seymour Lusterman. New York, 1974. 98p.

INDUSTRIAL PSYCHOLOGY

25. Levinson, Harry. Les motivations de l'homme au travail. Traduit de l'américain. Paris, les Editions d'Organisation, 1974. 222p.

INDUSTRIAL RELATIONS

26. Dufty, Norman Francis. Changes in labour-management relations in the enterprise. Paris, OECD, 1975. 125p.

27. Joint Conference on Industrial Relations. 9th, Charlottetown, P.E.I., 1975. Ninth joint conference... Charlottetown, P.E.I., April 2, 1975. Conference theme: "Working together". Ottawa, Union-Management Service Branch, Canada Department of Labour, 1975. 95p.

28. Rehmus, Charles Martin. Public employment labor relations: an overview of eleven nations. Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, 1975. 170p.

29. Worker militancy and its consequences, 1965-75; new directions in Western industrial relations. Edited by Solomon Barkin. New York, Praeger, 1975. 408p.

INVESTMENTS, FOREIGN

30. Caves, Richard Earl. Diversification, foreign investment, and scale in North American manufacturing industries. Ottawa, Information Canada, 1975. 76p. Titre en français: Diversification, investissement étranger et économies d'échelle dans l'industrie manufacturière nord-américaine.

JOB SECURITY

31. Malles, Paul. Employment insecurity and industrial relations in the Canadian construction industry. Ottawa, Economic Council of Canada, 1975. 106p.

LABOUR HISTORY

32. Jordan, Mary Veronica. Survival: labour's trials and tribulations in Canada. Toronto, McDonald House, 1975. 292p.

LABOUR LAWS AND LEGISLATION

33. Etudes de droit du travail offertes à André Brun, Professeur honoraire de la Faculté de Droit de Lyon; Directeur honoraire de l'Institut d'Etudes du Travail et de la Sécurité sociale. Paris. Librairie Sociale et Economique, 1974. 622p.

34. Pointer, Dennis Dale. The National Labor Relations Act; a guidebook for health care facility administrators, by Dennis D. Pointer and Norman Metzger. New York, Spectrum Publications, distributed by Halsted Press, 1975. 272p.

35. Thomson, Andrew William John. The Industrial Relations Act; a review and analysis, by A.W.J. Thomson & S.R. Engleman. London, Martin Robertson, 1975. 184p.

LABOUR ORGANIZATION

36. Bentley, Philip. Trade unions in Australia. Bedford Park, Australia, Institute of Labour Studies, Flinders University of South Australia, 1974. 43p.

37. Bergeron, André. Lettre ouverte à un syndiqué. Paris, Albin Michel, 1975. 158p.

MANPOWER POLICY

38. Davis, Russell G. Education and employment; a future perspective of needs, policies, and programs, by Russell G. Davis and Gary M. Lewis. Lexington, Mass., Lexington Books, 1975. 166p.

NURSING

39. International Labour Office. Employment and conditions of work and life of nursing personnel. Seventh item on the agenda. Geneva, 1975. 108p. Titre en français: L'emploi et les conditions de travail et de vie du personnel infirmier.

PENSIONS

40. McDonald, Maurice Evan. Reciprocity among private multiemployer pension plans. Homewood, Ill., Published for the Pension Research Council, Wharton School, University of Pennsylvania by R.D. Irwin, 1975. 283p.

PRODUCTIVITY OF LABOUR

41. Ross, John P. Productivity in the local government sector, by John P. Ross and Jesse Burkhead. Lexington, Mass., Lexington Books, 1974. 170p.

SHOP STEWARDS

42. Topham, Tony. The organized worker. London, Hutchinson, in association with the Society of Industrial Tutors, 1975. 96p.

SOCIAL CONDITIONS

43. Socialization and values in Canadian society. Edited by Robert M. Pike and Elia Zureik. Toronto, McClelland and Stewart, 1975. 2v.

STATUS OF WOMEN

44. Tripp, Maggie, ed. Woman in the year 2000. New York, Arbor House, 1974. 302p.

UNEMPLOYMENT BENEFITS, SUPPLEMENTAL

45. Lister, Ruth. Supplementary benefit rights. London, Arrow Books, 1974. 128p.

WAGE DETERMINATION

46. Bellmare, Marcel. L'inflation et la négociation des salaires. Montréal, 1975. 39p.

WAGE DIFFERENTIALS

47. Marion, Gérald. Une analyse multivariée des disparités de salaires, par Gérald Marion, Robert Lacroix et Simon Latraverse. Québec, Direction générale de la recherche, Ministère du travail et main-d'œuvre. 1975. 204p.

WAGE PAYMENT SYSTEMS

48. Pencavel, John Harold. Work effort and alternative methods of remuneration. Princeton, N.J., Princeton University, Industrial Relations Section, 1975. 1 v.

WAGE POLICIES

49. Robinson, Derek. Solidaristic wage policy in Sweden. Report prepared after a multi-national study group visit, 9th-13th October 1972. Paris, O.E.D.C., 1974. 48p.

50. Wootton, Barbara Adam. Incomes policy: an inquest and a proposal. London, Davis-Poynter, 1974. 177p.

WAGE POLICIES — GOVERNMENT

51. Grayson, Charles Jackson. Confessions of a price controller, by C. Jackson Grayson, Jr., with Louis Neeb. Homewood, Ill., Dow Jones-Irwin, 1974. 265p.

WAGES AND HOURS — UNION INFLUENCE

52. Jackson, Dudley. Do trade unions cause inflation? Two studies: with a theoretical introduction and policy conclusion, by Dudley Jackson, H.A. Turner and Frank Wilkinson. 2d ed. with a new preface by H.A. Turner. Cambridge, Eng., Cambridge University Press, 1975. 128p.

WOMEN — EMPLOYMENT

53. Darling, Martha. The role of women in the economy, a summary based on ten national reports. Paris, OECD, 1975. 127p.

54. Great Britain. Department of Employment. Research and Planning Division. Women & work; a review. London, H.M.S.O., 1975. 63p.

55. Hunt, Audrey. Management attitudes and practices towards women at work: an employment policy survey carried out in 1973 by the Social Survey Division of the Office of Population Censuses and Surveys on behalf of the Department of Employment. London. H.M.S.O., 1975. 221p.

56. Rogalin, Wilma Clare Sivertsen. Women's guide to management positions, by Wilma C. Rogalin and Arthur R. Pell. New York, Simon and Schuster, 1975. 149p.

57. Stevenson, Mary Huff. Determinants of low wages for women workers. Ann Arbor, University Microfilms, 1975. 225p.

58. Women in Academia: evolving policies toward equal opportunities. Edited by Elga Wasserman, Arie Y. Lewin and Linda H. Bleiweis. New York, Praeger, 1975. 169p.

WORK

59. Swedish Employers' Confederation. Technical Department. Job reform in Sweden; conclusions from 500 shop floor projects. Translated and edited by David Jenkins. Stockholm, 1975. 131p.

WORKS COUNCILS

60. Malles, Paul. Co-determination: an international and Canadian perspective. Prepared for Labour Canada. Ottawa, Canadian Economic Services, 1975. 66p.

labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(in thousands)		
Week ended October 18, 1975		9,982	− 0.1	+ 2.9
Employed	October 1975	9,406	—	+ 1.5
Agriculture	" "	494	− 8.2	− 2.0
Non-agriculture	" "	8,912	+ 0.5	+ 1.7
Paid workers	" "	8,374	+ 0.4	+ 2.0
At work 35 hours or more	" "	3,641	− 50.8	− 50.6
At work less than 35 hours	" "	5,300	+246.4	+254.8
Employed but not at work	" "	466	− 2.1	+ 14.5
Unemployed	" "	576	− 1.7	+ 34.0
Atlantic	" "	73	+ 9.0	+ 30.4
Québec	" "	195	− 3.9	+ 30.9
Ontario	" "	179	− 2.2	+ 35.6
Prairies	" "	41	+ 7.9	+ 46.4
British Columbia	" "	88	− 6.4	+ 35.4
Without work and seeking work	" "	551	− 0.7	+ 34.1
On temporary layoff up to 30 days	" "	25	− 19.4	+ 31.6
INDUSTRIAL EMPLOYMENT (1961 = 100)†	July 1975	143.7	− 1.2	− 1.6
Manufacturing employment (1961 = 100)†	" "	126.6	− 2.8	− 6.7
IMMIGRATION	1st 6 mos. 1975	94,907	—	—
Destined to the labour force	" " "	42,301	—	—
STRIKES AND LOCKOUTS				
Strikes and lockouts	September 1975	254	− 7.3	+ 10.9
No. of workers involved	" "	84,856	− 25.0	+ 26.5
Duration in man days	" "	1,368,880	− 1.0	+ 90.6
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	July 1975	204.68	+ 0.8	+ 13.7
Average hourly earnings (mfg.)†	" "	5.07	—	+ 15.5
Average weekly hours paid (mfg.)†	" "	38.0	− 1.3	− 1.0
Consumer price index (1971 = 100)††	October 1975	142.8	+ 1.1	+ 10.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	July 1975	137.5	− 2.1	+ 3.9
Total labour income (millions of dollars)†	September 1975	7,641.6	+ 5.3	+ 12.6
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	September 1975	205.0	− 1.9	− 6.9
Manufacturing	" "	201.7	− 1.9	− 7.0
Durables	" "	235.3	− 1.8	− 7.9
Non-durables	" "	175.1	− 2.0	− 6.0
NEW RESIDENTIAL CONSTRUCTION**				
Starts	September 1975	18,864	—	+ 38
Completions	" "	16,129	—	− 18
Under construction	" "	137,401	—	− 14

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.
††Effective with the index for August 1975, the Consumer Price Index has been converted from a 1961 = 100 to a 1971 = 100 time reference base.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Labour Data Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1970-75

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1974					
August	120	241	73,157	858,910	0.47
September	95	229	67,085	718,070	0.45
October	95	210	63,418	686,480	0.39
November	95	203	77,474	481,580	0.30
December	31	130	25,478	317,110	0.20
*1975					
January	107	183	44,341	433,110	0.25
February	61	153	37,459	370,830	0.24
March	65	162	46,403	491,230	0.31
April	92	202	45,671	588,220	0.34
May	103	251	107,628	680,950	0.38
June	93	263	62,494	839,410	0.48
July	92	273	115,192	1,299,840	0.69
August	82	274	113,053	1,381,930	0.79
September	56	254	84,856	1,368,880	0.79

*Preliminary.

STRIKES AND LOCKOUTS, SEPTEMBER 1975 BY INDUSTRY (Preliminary)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	2	329	5,480
Mines	5	20	10,716	185,440
Manufacturing	35	140	47,907	780,210
Construction	1	20	4,318	76,330
Transpn. & utilities	3	21	9,584	127,960
Trade	3	17	5,496	94,830
Finance	—	1	190	3,990
Service	4	23	4,225	66,770
Public administration	4	10	2,091	27,870
All industries	56	254	84,856	1,368,880

STRIKES AND LOCKOUTS, SEPTEMBER 1975 BY JURISDICTION (Preliminary)

Jurisdiction	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	7	2,419	35,180
Prince Edward Island	—	1	75	150
Nova Scotia	3	11	4,590	71,560
New Brunswick	—	8	732	15,450
Quebec	22	92	29,281	381,090
Ontario	23	82	23,682	396,930
Manitoba	—	7	828	17,340
Saskatchewan	1	4	518	10,890
Alberta	1	9	1,357	22,840
British Columbia	5	24	20,430	402,950
Federal	1	9	944	14,500
All jurisdictions	56	254	84,856	1,368,880

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
The E.B. Eddy Co. Ottawa, & Gatineau River, Quebec.	Carpenters Loc. 2817 (AFL-CIO/CLC)	250	5,250	11,500	July 28	Not reported —
Mines						
METAL						
Wabush Mines, Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	575	6,160	70,630	Mar. 28 Sept. 15	Wages — Return of workers —
Falconbridge Nickel Mines Ltd., Falconbridge, Ontario.	Mine, Mill and Smelters Workers Union Loc. 598 (Ind.)	3,500	75,000	102,500	Aug. 21	Wages, fringe benefits —
Griffith Mine, Bruce Lake, Ontario.	Steelworkers Loc. 7020 (AFL-CIO/CLC)	405	3,470	3,470	Sept. 19	Wages, fringe benefits —
Quebec Iron & Titanium Corp., Havre St-Pierre, Quebec.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	425	2,980	2,980	Sept. 21	Wages, COLA clause —
MINERAL FUELS						
Cape Breton Development Corp., Lingan, Princess & 26 collieries, Sydney, N.S.	United Transportation Union Loc. 984 (AFL-CIO/CLC)	100	360	360	Sept. 19 Sept. 24	Lay-off and safety conditions — Terminated by mutual agreement
Cominco Ltd., (Fording Coal Operations), Elkford & Sparwood, B.C.	Steelworkers Loc. 7884 (AFL-CIO/CLC) CLC chartered local	1,080	3,900	3,900	Sept. 22 Sept. 27	Dismissal of one worker — Return of workers following ruling by B.C. Labour Relation Board —
NON-METAL						
Asbestos Corporation Ltd., Thetford Mines, Quebec	Fed'n of Metal Trades Unions (CNTU)	1,956	41,080	267,980	Mar. 18	Wages, COLA clause, working conditions —
Lake Asbestos of Quebec Ltd., Black Lake, Quebec	Steelworkers Loc. 7649 (AFL-CIO/CLC)	525	11,030	71,950	Mar. 18	Wages, COLA clause, working conditions —
Bell Asbestos Mines Ltd. Thetford Mines, Quebec	Steelworkers Loc. 8026 and 7285 (AFL-CIO/CLC)	440	9,240	60,280	Mar. 18	Wages, COLA clause, working conditions —
Carey Canadian Mines Ltd., East Broughton, Quebec	Fed'n of Metal Trades Unions (CNTU)	370	7,770	50,690	Mar. 18	Wages, COLA clause, working conditions —
National Asbestos Mines Ltd., Thetford Mines, Quebec	Fed'n of Metal Trades Unions (CNTU)	170	3,570	23,290	Mar. 18	Wages, COLA clause, working conditions —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Canadian Salt Co., Windsor, Ontario	Auto Workers Loc. 195 and 240 (CLC)	323	6,780	34,880	Apr. 28	Not reported —
Aluminum Co. of Canada, St. Lawrence, Nfld.	Fed'n of Metal Trades Unions	400	8,400	32,000	June 9	Not reported —
Domtar Chemical Ltd. (Sifto Salt Div.), Goderich, Ontario	Chemical Workers Loc. 682 (AFL-CIO/CLC)	200	500	500	Sept. 9 Sept. 11	Suspension of 140 mine workers — Return of workers —
Manufacturing						
FOOD AND BEVERAGES						
General Foods Ltd., Lasalle, Quebec	Food and Allied Workers Loc. P-766 (AFL-CIO/CLC)	450	4,050	34,880	May 27 Sept. 15	Wages, fringe benefits — Terminated by mutual agreement —
B.C. Sugar Refinery, Vancouver, B.C.	Retail, Wholesale Employees Loc. 517 (AFL-CIO/CLC)	253	5,310	21,250	June 2	Wages —
Société Coop. avicole régionale St-Damase, St-Damase, Quebec	Commerce Fed'n (CNTU)	249	5,230	12,950	July 18	Wages, fringe benefits —
Weston Bakeries Ltd., Vancouver, B.C.	Bakery Workers Loc. 468 (AFL-CIO/CLC)	100	2,100	2,700	Aug. 22	Wages —
Coca-Cola Ltd., Hamilton, Ontario	Brewery Workers Loc. 381 (AFL-CIO/CLC)	140	140	140	Sept. 5 Sept. 8	Dissatisfaction with the progress of contract negotiations — Return of workers —
Park & Tilford, Vancouver, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	110	1,320	1,320	Sept. 13	Wages, fringe benefits, other contract issues —
RUBBER						
Lawron Industries Ltd., American Wringer Div., Farnham, Quebec	Rubber Workers Loc. 602 (AFL-CIO/CLC)	130	2,730	7,540	July 10	Not reported —
LEATHER						
Dependable Shoe Mfg. Co., Montreal, Quebec	Food Workers Loc. L-102 (AFL-CIO/CLC)	136	2,860	13,070	May 15	Not reported —
TEXTILES						
Wabasso Ltd., Trois-Rivières, Quebec	United Textile Workers Loc. 322 (AFL-CIO/CLC)	1,000	21,430	104,280	May 8	Wages, fringe benefits —
Esmond Mills Ltd., Granby, Quebec	Féd. canadienne des travailleurs du textile (CSD)	450	9,450	19,800	July 30	Not reported —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
FURNITURE AND FIXTURES						
Vilas Furniture Ltd., Cowansville, Quebec	Building and Wood Workers (CNTU)	350	7,350	15,750	July 29	Wages, incentive pay —
PAPER						
Sonoco Products Ltd., Terrebonne, Quebec	Féd. des travailleurs des pâtes et papiers (CSN)	110	2,310	29,590	Sept. 9	Seniority, cost-of-living adjustment —
Emballage Domtar Ltée, Montreal, Quebec	Chemical Workers Loc. 314 (AFL-CIO/CLC)	260	5,460	32,240	Apr. 7	COLA clause —
Perkins Papers Ltd., Candiac, Quebec	Féd. des travailleurs des pâtes et papiers (CSN)	135	2,840	9,190	June 25	Not reported —
Abitibi Paper Co. (Thunder Bay Mill), Thunder Bay, Ontario	Canadian Paperworkers Loc. 249 and 134 (CLC)	292	6,260	17,530	July 9	Union wants to bargain for all Abitibi mills —
Abitibi Provincial Mill, Thunder Bay, Ontario	Canadian Paperworkers Loc. 239 (CLC)	400	8,570	23,720	July 10	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co. Ltd., (Fort William Div.), Thunder Bay, Ontario	Canadian Paperworkers Loc. 132 (AFL-CIO/CLC)	252	5,400	14,760	July 11	Union wants to bargain for all Abitibi mills —
Abitibi Pulp & Paper Co., Sault Ste. Marie, Ont.	Canadian Paperworkers Loc. 67 and 133 (CLC)	380	8,140	22,250	July 11	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co. Ltd., Iroquois Falls, Ontario	Canadian Paperworkers Loc. 90 and 109 (CLC)	900	19,290	50,790	July 13	Union wants to bargain for all Abitibi mills —
Abitibi Forest Products Ltd., Sturgeon Falls, Ontario	Canadian Paperworkers Loc. 7135 (CLC)	358	7,670	19,950	July 15	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co., Smooth Rock Falls, Ontario	Canadian Paperworkers Loc. 32 (CLC)	330	7,070	18,390	July 15	Wages, fringe benefits —
Pulp & Paper Industrial Relations Bureau, various locations, B.C.	Pulp, Paper and Woodworkers (AFL-CIO/CLC) Canadian Paperworkers (CLC)	12,580	269,570	691,900	July 16	Wages —
Abitibi Provincial Paper, Thorold, Ontario	Canadian Paperworkers Loc. 290 (CLC)	700	15,000	38,000	July 17	Wages, fringe benefits —
Scott Paper Ltd., New Westminster, B.C.	Canadian Paperworkers Loc. 456 (CLC)	480	10,290	23,320	July 25	Wages, fringe benefits —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Somerville Industries Ltd., London, Ontario	Chemical Workers Loc. 817 (AFL-CIO/CLC)	232	4,870	8,350	Aug. 10	Length of contract —
Prince Albert Pulp Co. Ltd., Prince Albert, Saskatchewan	Canadian Paperworkers Loc. 1120 (CLC)	386	8,270	13,510	Aug. 13	Severance pay —
Abitibi Paper Co., Beaupré, Quebec	Canadian Paperworkers Loc. 138 (CLC)	540	11,570	16,200	Aug. 20	Wages —
Domtar Packaging Ltd., Etobicoke, Ontario	Chemical Workers Loc. 495 (AFL-CIO/CLC)	340	6,800	6,800	Sept. 2	Fringe benefits, other contract issues —
Great Lakes Paper Co. Ltd., Thunder Bay, Ont.	Canadian Paperworkers Union Loc. 39 and 257 (CLC)	1,400	23,000	23,000	Sept. 8	Wages, fringe benefits, other contract issues —
Crown Zellerbach Canada Ltd., Richmond, B.C.	Canadian Paperworkers Union Loc. 433 (CLC)	485	8,250	8,250	Sept. 8	Wages, fringe benefits —
Spruce Falls Power & Paper Co. Ltd., and Kimberley-Clark of Canada Ltd., Kapuskasing, Ontario	Canadian Paperworkers Union Loc. 89 and 256 (CLC) IBEW Loc. 1149 (AFL-CIO/CLC)	1,530	20,760	20,760	Sept. 12	Wages, length of new contract —
Domtar Packaging Ltd., Red Rock, Ontario	Canadian Paperworkers Union Loc. 255 and 528 (CLC)	450	5,460	5,460	Sept. 13	Wages, other contract issues —
The E.B. Eddy Co., Hull, Quebec	Various unions	900	8,680	8,680	Sept. 17	Wages, fringe benefits —
The E.B. Eddy Co., Ottawa, Ontario	Various unions	600	5,790	5,790	Sept. 17	Wages, fringe benefits —
Ontario Paper Co., Thorold, Ontario	Canadian Paperworkers Union Loc. 84 and 101 (CLC) ILA Loc. 1477 (AFL-CIO/CLC) Canadian Operating Engineers Loc. 103 (CCU)	950	9,160	9,160	Sept. 17	Wages —
Domtar Fine Papers Ltd., Cornwall, Ontario	Canadian Paperworkers Union Loc. 212 (CLC)	1,135	10,130	10,130	Sept. 18	Wages, fringe benefits, other contract issues —
Kimberley-Clark of Canada Ltd., St. Catharines, Ontario	Canadian Paperworkers Union Loc. 289 (CLC)	152	1,470	1,470	Sept. 18	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
Beaver Wood Fibre Co., Thorold, Ontario	Canadian Paperworkers Union Loc. 192 (CLC)	192	1,710	1,710	Sept. 18	Wages —
Cie. Gaspesia, Chandler, Quebec	Canadian Paperworkers Union Loc. 455 and 858 (CLC)	525	2,810	2,810	Sept. 23	Wages, fringe benefits —
La Cie Price Ltée, Kenogami, Quebec	Canadian Paperworkers Union Loc. 50 (CLC)	350	1,750	1,750	Sept. 24	Wages, fringe benefits —
PRINTING AND PUBLISHING						
Imprimerie Montreal-Magog Printing, Magog, Quebec	Printing and Graphic Loc. 41 (AFL-CIO/CLC)	152	3,190	17,320	Apr. 21	Not reported —
Douze (12) Co. d'imprimeries, Québec, Québec	Syndicat national d'imprimerie de Québec (CSN)	260	520	20,540	May 13 Sept.4	Not reported — Return of workers —
PRIMARY METALS						
Emco Limited, London, Ontario	Steelworkers Loc. 2699 (AFL-CIO/CLC)	265	5,570	29,170	Apr. 24	Wages, fringe benefits —
Quebec Iron & Titanium Corp., Tracy, Quebec	Fed. of Metal Trades Unions (CNTU)	930	19,530	79,050	June 1	Not reported —
Steel Co. of Canada, Edmonton, Alberta	Steelworkers Loc. 5220 (AFL-CIO/CLC)	500	4,820	4,820	Sept. 17	Length of new contract —
Haley Industries Ltd., Haley Station, Ontario	Steelworkers Loc. 4820 (AFL-CIO/CLC)	214	2,030	2,030	Sept. 18	Wages, fringe benefits, other contract issues —
METAL FABRICATING						
Quebec Wires, Trois-Rivières, Quebec	Steelworkers Loc. 7092 (AFL-CIO/CLC)	125	2,630	25,020	Dec.16/74	Employees locked out, wages for females —
Greening Donald Ltd., Hamilton, Ontario	Steelworkers Loc. 3325 (AFL-CIO/CLC)	160	3,360	14,240	May 26	Wages —
Robb Engineering Works Ltd., Amherst, N.S.	Steelworkers Loc. 4122 (AFL-CIO/CLC)	170	3,230	10,710	June 28 Sept. 29	Wages, other contract issues — Return of workers with intervention of provincial mediator —
Waltec Industries Ltd., Cambridge, Ontario	Steelworkers Loc. 4045 (AFL-CIO/CLC)	114	460	5,250	July 2 Sept. 8	Wages, COLA clause — Return of workers —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Robert Mitchell Co. Ltd., Ville St-Laurent, Quebec	Sheet Metal Workers Loc. 116 (AFL-CIO/CLC)	463	9,720	16,200	Aug. 12	Wages —
Croname Donald Limited, Waterloo, Quebec	Steelworkers Loc. 5207 (AFL-CIO/CLC)	105	2,210	3,730	Aug. 15	Wages, fringe benefits —
Abex Industries of Canada Ltd., Niagara Falls, Ontario	Chemical Workers Loc. 175 (AFL-CIO/CLC)	125	2,630	4,010	Aug. 15	Wages —
Kawneer Co. Canada Ltd., Scarborough and Downsview, Ontario	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	200	4,000	4,000	Sept. 3	Fringe benefits, other contract issues —
Vic Metal Corporation, Victoriaville, Quebec	Fed. of Metal Trades Unions (CNTU)	139	1,390	1,390	Sept. 16	Wages, fringe benefits —
Ideal Builder's Hardware Ltd., LaSalle, Quebec	Carpenters Loc. 2533 (AFL-CIO/CLC)	207	210	210	Sept. 30	Wages —
MACHINERY						
Farr Company Limited, Ville de Laval (Mtrl), Quebec	CNTU	100	2,100	11,900	Apr. 14	Not reported —
Orenstein & Koppel Canada Ltd., Dundas, Ontario	Machinists Loc. 1740 (AFL-CIO/CLC)	143	3,000	11,510	June 9	Management rights —
Canadian Blower & Forge Co., Kitchener, Ont.	Steelworkers Loc. 3534 (AFL-CIO/CLC)	255	5,360	19,770	June 13	Wages, fringe benefits — Terminated by mutual agreement —
Canadian Ingersoll Rand Co., Sherbrooke, Quebec	Steelworkers Loc. 6670 (AFL-CIO/CLC)	577	1,150	5,770	Aug. 20 Sept. 4	Wages — Terminated by mutual agreement —
Dominion Engineering Works Ltd., Lachine, Quebec	Pattern Makers' League of North America (AFL-CIO/CLC)	1,433	3,200	3,200	Sept. 14	Wages —
TRANSPORTATION EQUIPMENT						
Hawker Siddeley Canada Ltd., Thunder Bay, Ontario	UAW Loc. 1075 (CLC)	533	2,130	35,980	June 2 Sept. 8	Wage, fringe benefits — Wage increases —
De Havilland Aircraft of Canada Ltd., Downsview, Ontario	UAW Loc. 112 (CLC)	1,691	35,510	44,810	Aug. 22	Wages, COLA clause —
Davie Shipbuilding Ltd., Lauzon, Quebec	Fed. of Metal Trades Unions (CNTU)	2,200	2,200	11,000	Aug. 26 Sept. 3	Lack of safety, after the death of a worker — Workers accepted management's guarantees about job safety —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Heatex, LaSalle, Quebec	Fed. of Metal Trades Unions (CNTU)	300	4,200	4,200	Sept. 11	Wages —
ELECTRICAL PRODUCTS						
Gould Manufacturing of Canada Ltd., Fort Erie, Ontario	Steelworkers Loc. 5049 (AFL-CIO/CLC)	120	2,520	3,480	Aug. 20	Wages —
Phillips Cables Ltd., Brockville, Ontario	IUE Loc. 510 (AFL-CIO/CLC)	553	11,850	12,400	Aug. 29	Wages and appropriate dates for application of COLA —
NON-METALLIC MINERAL PRODUCTS						
Can-Force Products Ltd., Edmonton, Alberta	Iron Workers Loc. 776 (AFL-CIO/CLC)	100	2,100	5,600	July 12	Wages —
Canada Cement Lafarge Ltd., Fort Whyte, Man.	Cement Workers Loc. 274 (AFL-CIO/CLC)	100	2,140	4,280	Aug. 2	Wages, fringe benefits —
Canada Cement Lafarge Ltd., Woodstock, Bath, Toronto, Ontario	Cement Workers Loc. 368, 219 and 377 (AFL-CIO/CLC)	224	4,700	8,960	Aug. 2	Wages, fringe benefits — Terminated by mutual agreement —
Canada Cement Lafarge Co. Ltd., Exshaw, Alberta	Cement Workers Loc. 331 (AFL-CIO/CLC)	120	2,570	3,860	Aug. 17	Wages —
CHEMICAL PRODUCTS						
Electric Reduction Co. of Canada, Long Harbour, Nfld.	Steelworkers Loc. 7428 (AFL-CIO/CLC)	387	5,420	32,510	May 23 Sept. 22	Wages, safety conditions — Return of workers —
Gulf Oil Canada Limited, Shawinigan, Quebec	Fed. of Metal Trades Unions (CNTU)	325	4,410	25,540	June 2 Sept. 20	Not reported — Return of workers —
Brockville Chemicals Ltd., Maitland, Ontario	Chemical Workers Loc. 721 (AFL-CIO/CLC)	155	3,260	6,520	July 31	Wages, length of contract —
T.C.F. of Canada Ltd., Cornwall, Ontario	Textile Workers' Union of America Loc. 1332 (AFL-CIO/CLC)	280	2,400	2,400	Sept. 19	Wages, fringe benefits —
Canadian Industries Ltd., Sudbury, Ontario	Steelworkers Loc. 6350 (AFL-CIO/CLC)	100	430	430	Sept. 25	Wages, fringe benefits —
MISCELLANEOUS MFRG.						
C.C.M. Cho-Wood Products Ltd., St-Jean, Quebec	Woodworkers Loc. 78 (AFL-CIO/CLC)	285	5,990	18,250	July 2	Wages, seniority, other contract issues —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Sheet Metal Workers Loc. 511 (AFL-CIO/CLC)	450	9,450	47,700	May 1	Wages — Return of workers —
Stephens Construction and 9 other sites, Sydney, Nova Scotia	Painters Loc. 1945 (AFL-CIO/CLC)	161	2,740	13,870	May 26 Sept. 25	Wages, other contract issues — Terminated by mutual agreement —
Various mechanical contractors in the Niagara Peninsula	Sheet Metal Workers Union Loc. 537 (AFL-CIO/CLC)	200	4,200	15,800	June 9	Wages —
Alta. Construction Labour Relations Ass'n. Edmonton, Alberta	Painters Loc. 1016 (AFL-CIO/CLC)	300	6,300	23,400	June 11	Wages —
N.S. Construction Management Labour Bureau, Cape Breton, N.S.	Laborers Loc. 1115 (AFL-CIO/CLC)	120	2,520	9,240	June 12	In support of contract demands —
Nfld. Construction Labor Relations Ass'n, Province Wide, Nfld.	Plumbers (AFL-CIO/CLC)	1,000	14,000	67,000	June 17 Sept. 22	Not reported — Return of workers —
Architectural Glass & Metal Contractors Association, Willowdale, Ontario	Painters Loc. 1819 (AFL-CIO/CLC)	275	5,780	20,080	June 17	Wages, fringe benefits —
Alta. Construction Labour Relations Assoc., Edmonton, Alberta	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	200	4,200	14,400	June 19	Wages, fringe benefits —
Can-Atom Mon Max, Glace Bay, N.S.	Laborers Loc. 1115 (AFL-CIO/CLC)	162	3,400	9,880	July 7	Wages, fringe benefits —
Heavy Construction Ass'n of Windsor Windsor, Ontario	Int. Operating Engineers Loc. 793 (AFL-CIO/CLC)	300	6,300	16,500	July 14	Wages —
Niagara Structural Steel Co. Ltd., Douglas Point, Ontario	Int. Operating Engineers Loc. 793 (AFL-CIO/CLC)	125	2,630	5,260	July 31	Protesting manning of equipment —
St-Paul Construction Ltée, Granby, Que.	National Fed. of Building and Woodworkers (CNTU)	175	3,330	6,830	Aug. 4 Sept. 29	Wages, fringe benefits — Return of workers —
Lorneville Area Bargaining Authority, Point Lepreau, N.B.	Laborers, other Trade Unions	300	6,300	6,450	Aug. 14	Jurisdictional dispute — Return of workers —
Desourdy-Duranceau (Olympic Site), Montreal, Quebec	Intern. Operating Engineers (AFL-CIO/CLC)	300	150	150	Sept. 30 Sept. 30	Security measures — Return of workers —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Transportation & Utilities						
TRANSPORTATION						
London Transportation Commission, London, Ontario	Transit Union Loc. 741 (AFL-CIO/CLC)	300	4,930	4,930	Sept. 8	Wages, fringe benefits —
City of Kitchener, Kitchener, Ontario	Railway Transport and General Workers Loc. 304 (CLC)	214	3,360	3,360	Sept. 9	Wages, fringe benefits —
Commission de transport de la communauté urbaine de Montréal, Montréal, Québec	Féd'n des employés de services publics (CSN)	2,150	19,200	19,200	Sept. 18 Sept. 29	Wages —
COMMUNICATION						
Télémétropole Inc. (CFTM), Montreal, Quebec	Public Employees (CLC)	320	5,710	31,210	May 12 Sept. 26	Wages — Agreement reached —
Telephone du Nord du Québec Inc., Val d'Or, Quebec	Communication Workers Loc. 11 (CLC)	365	7,820	17,460	July 26	Wages —
Maritime Telegraph & Telephone Co. Ltd., various locations, N.S.	IBEW Loc. 1030 (AFL-CIO/CLC)	1,918	41,100	73,300	Aug. 8	Wages, fringe benefits —
POWER, GAS, WATER						
Transport Labour Relations, various locations, B.C.	Teamsters Loc. 21, 213 & 351 (Ind.)	250	5,250	12,750	July 21	Gas companies protesting union refusal to bargain —
Trade						
Les propriétaires de garage de Rimouski, (10 Co.), Rimouski, Que.	Syndicat national des employés de garage de Rimouski Inc. (CSN)	200	4,200	5,200	Aug. 25	Wages, fringe benefits —
B.C. Food Industry Labour Relation Council Vancouver and Victoria areas, B.C.	Food Workers Loc. 212 (AFL-CIO/CLC)	700	14,700	16,100	Aug. 28	Wages —
B.C. Food Industry Labour Relation Council Vancouver and Victoria areas, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	3,600	66,000	66,000	Sept. 5	Wages —
N.S. Liquor Commission, Province Wide, N.S.	Various Unions	632	2,630	2,630	Sept. 24	Wage, fringe benefits —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Finance						
INSURANCE & REAL ESTATE						
Les Prévoyants du Canada, Montréal, Qué.	Commerce Fed'n (CNTU)	190	3,990	20,140	Apr. 22	Wages —
Service						
HEALTH & WELFARE						
Flin Flon General Hospital, Flin Flon, Manitoba	Retail Clerks Loc. 832 (AFL-CIO/CLC)	130	2,790	9,390	June 20	Wages, other contract issues —
PERSONAL						
Cimetière Côte des Neiges, Montréal, Qué.	Service Employees Loc. 298 (AFL-CIO/CLC)	200	400	3,400	Aug. 11 Sept. 3	Wages, COLA clause — Return of workers —
Miscellaneous						
Plate Glass Industry Ass'n of Quebec, Province wide, Que.	Painters Loc. 1135 (AFL-CIO/CLC)	3,200	51,200	51,200	Sept. 9	COLA clause —
Public Administration						
FEDERAL						
Atomic Energy of Canada Ltd., Ottawa & South March, Ontario	Oil, Chemical & Atomic Workers Loc. 1541 (AFL-CIO/CLC)	240	3,600	7,890	Aug. 7 Sept. 22	Wages, vacation, length of contract, job classification Return of workers —
PROVINCIAL						
Nova Scotia Power Corp., various locations, N.S.	IBEW Loc. 1928 (AFL-CIO/CLC)	1,253	12,530	12,530	Sept. 10	Wage, fringe benefits —
LOCAL						
Ville de Ste-Foy, Ste-Foy, Quebec.	Féd. des employés municipaux et scolaires de Québec (Ind.)	170	3,570	13,600	June 9	Not reported —
City of Kelowna, Kelowna, B.C.	Public Employees Loc. 338 (CLC)	300	6,000	6,000	Sept. 3	Wages, job evaluation —

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Employment relations

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1974.

Conditions of work

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price $1.50. Cat. No. L2-2/1975.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. (Bilingual). Price $1.50. Cat. No. L2-1/1973.

Wage Rates, Salaries and Hours of Labour, 1974. This year the annual report containing the results of the October 1 survey of occupational wage rates and standard hours of work in selected industries appears in 35 separate booklets containing data for each of 35 major communities across Canada. The information is final; there is no preliminary report. In addition to the statistical measures presented in previous years, the 1974 report shows the median and 1st and 3rd quartiles. Information will also be shown by size of establishment and union/non-union for office employees. Various prices. (Bilingual). Cat. No. L2-5/1974 (Booklet No.).

Working Conditions in Canadian Industry, 1974. (Bilingual). Price $2.50. Cat. No. L2-15/1974.

Rights in employment

Women's Bureau '73. Papers dealing with the role of social workers and the status of women; organized labour in relation to working women; the rights of man and the status of women; equality in pensions for working women; and Quebec's contribution to the status of women in Canada. (Bilingual). Free.

Women's Bureau '74. Papers dealing with the compensation of women; women and work in Canada: a study of legislation; Canada's need: the ingredient of women's experience; the economic and academic status of women in relation to their male colleagues; equal pay programs in Canada and the United States, the Canadian scene; and time to reform traditional insurance practices to eliminate sex discrimination. (Bilingual). Free.

Women in the Labour Force. Facts and Figures (1975 edition). 197 tables of statistics on many aspects of women's participation in the labour force. It includes sections on earnings, professions, manpower placements and trainees, historical data and projections. (Bilingual). Free.

The Law Relating To Working Women. (Bilingual). Free. Cat. No. 238-3274.

Legislative research

Labour Standards in Canada — 1974. An annual publication which sets out standards in all jurisdictions regarding school-leaving age, child employment, minimum wages, hours of work, equal pay, weekly rest-day, annual vacations, general holidays, termination of employment, maternity protection and severance pay. (English or French). Price $1.50. Cat. No. L2-7/1974.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Changes in workmen's compensation laws are published yearly and are available free on request). (English or French). Price $1.00. Cat. No. L34-1969.

Legislative Review. This semi-annual publication sets out new provisions enacted in apprenticeship and tradesmen's qualifications, employment standards, human rights, industrial relations, industrial safety and health and workmen's compensation. (Available free on request). (English or French).

Human Rights in Canada — 1975. A comparative summary of human rights legislation in all Canadian jurisdictions — includes related cases, as of December 31, 1974. (English or French). Price $1.75. Information Canada, Cat. No. L34-23/1975.

Occupational safety and health

Safety Perspective Sécurité. Periodical designed to assist employers and employees in up-grading accident prevention programs. (Bilingual). Free. Cat. No. L-36/2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1974. Free. Cat. No. L36-23/1974.

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